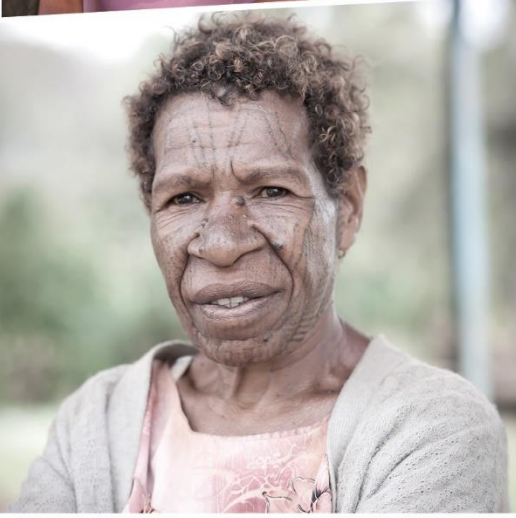




PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT



Pacific Women in Papua New Guinea

Performance Report 2018–2019

April 2019

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Pacific Women in Papua New Guinea project names

Projects, which can have detailed descriptive names, naturally attract shorthand names that are used by project partners and stakeholders. The table below lists the shorthand names used in this report. References to the full Activity Summaries are also listed for reference.

Activity Summary Reference	Project partner(s)	Full project name	Shorthand project name
8.1	World Bank, Autonomous Government of Bougainville's Department of Community Development	Inclusive Development in post-conflict Bougainville	Inclusive Development
8.2	International Women's Development Agency in partnership with the Bougainville Women's Federation	Young Women's Leadership Project	Young Women's Leadership
8.3	Department of Pacific Affairs, Australian National University	Women in Leadership Support Program	Women in Leadership Support
8.4	<i>Pacific Women</i> Support Unit with Freida River Limited	Papua New Guinea Women in Mining	Women in Mining
8.5	UN Women	Women Make the Change: Increased Voice for Women in Political Processes	Women Make the Change
9.1	CARE International in Papua New Guinea	Coffee Industry Support Project	CARE Coffee
9.2	Business Coalition for Women	Strengthening the Business Coalition for Women	Business Coalition for Women
9.3	University of Canberra	Increasing Economic Opportunities for Women Smallholders and their Families	Family Farm Teams
9.4	Center for International Private Enterprise and The Difference Incubator	Creating an Entrepreneurial Ecosystem for Women in Papua New Guinea	Entrepreneurial Ecosystem
9.5	Community Development Workers Association Inc.	<i>Kirapim Kaikai na Maket</i> , Tsak Valley	<i>Kirapim Kaikai na Maket</i>
9.6	UN Women	Safe and Prosperous Districts	Safe and Prosperous Districts
9.7	Ginigoada Foundation PNG Inc.	Safe Public Transport – Meri Buses in Port Moresby and Lae	<i>Meri</i> Bus
10.1	UN Women	Port Moresby: A Safe City for Women and Girls Program	Safe City
10.2	Oxfam in Papua New Guinea	Responding to Gender-Based and Sorcery-Related Violence in the Highlands	Gender-Based and Sorcery-Related Violence in the Highlands
10.3	UNDP	Support for Strengthening National Coordination, Implementation and Monitoring Mechanisms to Prevent and Respond to Family and Sexual Violence	Strengthening National Coordination
10.4	Femili PNG	Family and Sexual Violence Case Management: Building on Success for National Impact	Family and Sexual Violence Case Management Centre
10.5	Institute of National Affairs on behalf of the Family and Sexual Violence Action Committee	Building the Capacity of Papua New Guinea's Family and Sexual Violence Action Committee	Family and Sexual Violence Action Committee National Secretariat
10.6	UN Women	Safe Public Transport for Women, Girls and Children	Safe Public Transport

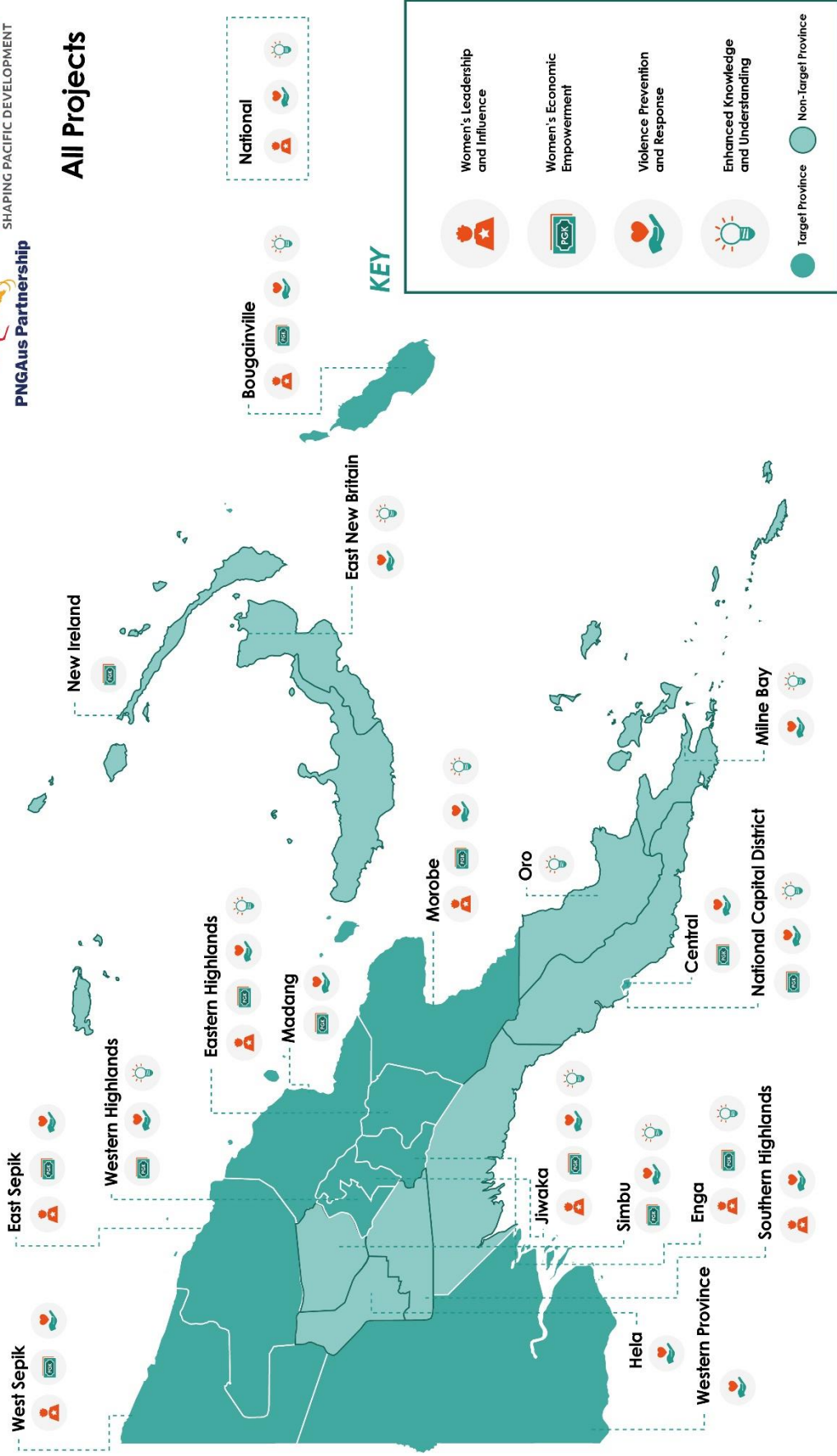
Activity Summary Reference	Project partner(s)	Full project name	Shorthand project name
10.7	FHI 360 (formally known as Family Health International)	<i>Kommuniti Lukautim Oi Meri</i>	<i>Kommuniti Lukautim Oi Meri</i>
10.8	International Women's Development Agency in partnership with the Nazareth Centre for Rehabilitation	From Gender Based Violence to Gender Justice and Healing in Bougainville	Gender Justice and Healing
10.9	UNICEF	Parenting for Child Development	Parenting for Child Development
10.10	UNICEF	End Violence against Children Campaign	End Violence against Children Campaign
10.11	Population Services International Papua New Guinea	Creating a movement to end violence against women in Papua New Guinea: The SASA! Pilot	SASA! Pilot
10.12	Health and Education Procurement Facility; Health and HIV Implementing Services Provider	Establishment of Family Support Centres at Arawa Hospital, Bougainville and Daru Hospital, Western Province	Family Support Centres in Daru and Arawa
10.13	UN Women in partnership with UNICEF and UNFPA	<i>Gutpela Sindaun bilong ol Meri na Pikinini</i>	<i>Gutpela Sindaun</i>
10.14	CARE International in Papua New Guinea	<i>Mamayo</i>	<i>Mamayo</i>
10.15	FHI 360 (formally known as Family Health International)	<i>Kisim Femili Plenin Strongim Kommuniti</i>	<i>Kisim Femili Plenin</i>
10.16	Oil Search Foundation	Improving services and inspiring leadership to address family and sexual violence in Port Moresby through an innovative public private partnership	<i>Bel isi PNG</i>
11.1	Department of Pacific Affairs, Australian National University and International Women's Development Agency	Do No Harm: Understanding the Relationship between Women's Economic Empowerment and Violence against Women in Melanesia	Do No Harm
11.2	World Bank Group	Gender-differentiated Labour Allocation in Agriculture in Papua New Guinea: Time-Use Survey	Time-Use Survey
11.3	Queensland University of Technology in partnership with the Centre for Social and Creative Media at the University of Goroka	Developing Communication Strategies for Social Change against Sorcery Accusation-Related Violence	Communication Strategies for Social Change
11.4	School of Regulation and Global Governance (RegNet), Australian National University	Improving the Impact of State and Non-State Interventions in Overcoming Sorcery Accusation-Related Violence in Papua New Guinea	State and Non-State Interventions in Overcoming Sorcery Accusation-Related Violence
11.5	Burnet Institute, Water Aid, and International Women's Development Agency	The Last Taboo: Research on Managing Menstruation in the Pacific	The Last Taboo
11.6	Department of Pacific Affairs, Australian National University in partnership with the Papua New Guinea Institute of Medical Research	Research Training Program	Research Training Program
11.7	Department of Pacific Affairs, Australian National University	A study of the use and efficacy of protection orders as a key response to domestic and family violence	Family Protection Order Research

Acronyms and Abbreviations

ACIAR	Australian Centre for International Agricultural Research
APEC	Asia-Pacific Economic Cooperation
Bougainville	Autonomous Region of Bougainville
DFAT	Australian Department of Foreign Affairs and Trade
EVAWG	Ending Violence against Women and Girls
FSVAC	Family and Sexual Violence Action Committee
FY	Financial Year
MELF	Monitoring, Evaluating and Learning Framework
NGO	Non-government organisation
<i>Pacific Women</i>	Pacific Women Shaping Pacific Development Program
PGK	Papua New Guinea Kina
PMV	public motor vehicle
PNG	Papua New Guinea
SARV	Sorcery accusation-related violence
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children’s Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
USD	United States Dollar
VCE	Village Community Educator



All Projects



Executive Summary

This report is largely based on reports covering activities undertaken by the Pacific Women Shaping Pacific Development (*Pacific Women*) program in Papua New Guinea from 1 July to 31 December 2018. It also presents activities planned for January to June 2019.

The Australian Government started *Pacific Women* in 2012. It commits \$320 million over 10 years in 14 Pacific Island Forum member countries. The program aims to improve opportunities for the political, economic and social advancement of Pacific women.¹

Papua New Guinea is implementing its Second *Pacific Women* Country Plan (2014–2019). The Country Plan focuses on four outcomes:

- Increase women's leadership and influence in decision making, including at local government level (Women's Leadership and Influence).
- Increase economic opportunities for women (Women's Economic Empowerment).
- Strengthen the national response to violence against women and provide expanded support services (Violence Prevention and Response).
- Enhance knowledge and evidence to inform policy and practice (Enhanced Knowledge and Understanding).

Pacific Women works closely with the Department for Community Development and Religion to support the Government of Papua New Guinea's gender equality priorities. *Pacific Women* supports the implementation of laws such as the Family Protection Act 2013 and the *Lukautim Pikinini Act 2015*, the Medium Term Development Plan III (2018–2022) and PNG Government policies. Key policies supported include:

- The **National Gender-Based Violence Strategy**, working with the Department for Community Development and Religion and Office for Development of Women and with provincial administrations and services providers to improve the referral pathways.
- The **Sorcery and Witchcraft Accusation Related Violence National Action Plan** to help accused persons escape extreme violence, research-informed training for police and developing advocacy and communications materials to prevent violence.
- The **National Small and Medium Enterprise Policy** by supporting women to start and grow enterprise.
- The **National Financial Inclusion Strategy** by building financial literacy and capability.
- The **National Health Plan and Population Policy** to enhance family and community support for women's access to reproductive and maternal health especially for adolescent girls and unmarried women.

The Australian Government's total contracted commitment to *Pacific Women* in Papua New Guinea until 2022 is \$102.07 million. This includes \$87.28 million bilateral funding and almost \$14.79 million from other Australian Government sources. By 30 June 2019, it is projected that the *Pacific Women* in Papua New Guinea program will have spent \$76.1 million since it began in 2012.

As at 30 June 2019, there are 25 ongoing *Pacific Women* implementing activities with 16 directly funded partners in Papua New Guinea. This year, two new activities started, seven activities were extended, and seven activities ended. Three activities operated exclusively in the Autonomous Region of Bougainville (Bougainville), two of which finished this period. A further 11 activities worked in both Bougainville and other locations, of which five finished and two started this year.

As can be seen in Figure 1, the largest proportion of funding goes towards activities that address Violence Prevention and Response. While this proportion has decreased overall from 68 per cent last year to 61 per cent as at this year. It still accounted for 47 per cent of this year's \$13 million funding. The change is due to new investments in activities primarily focusing on Women's Economic Empowerment and Women's Leadership and Influence.

¹ All references are in Australian dollars unless otherwise stated.

Figure 1 Projected expenditure (per cent) in FY 2018–2019 by outcome

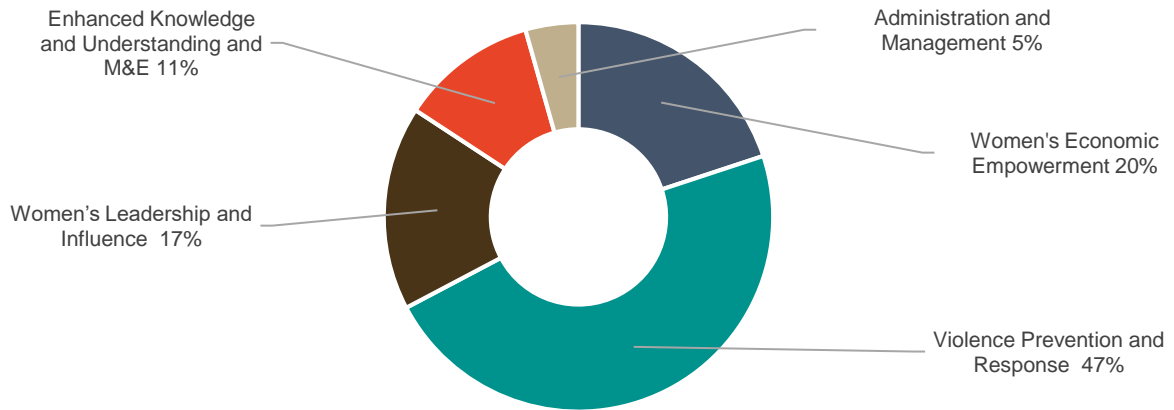
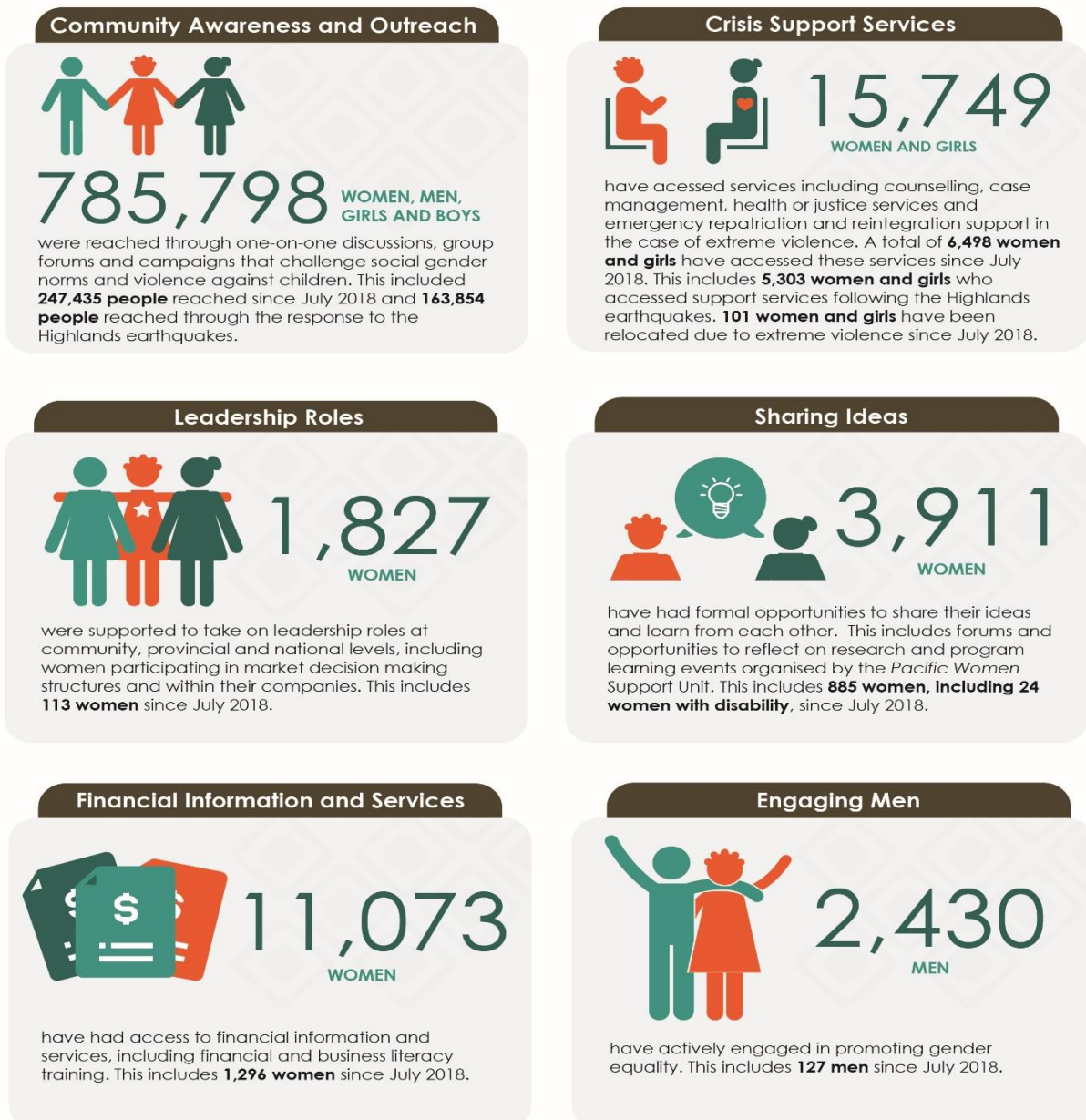


Figure 2 Cumulative Facts and Figures since Pacific Women began in Papua New Guinea in August 2012



Progress towards outcomes

Increase women's leadership and influence in decision making, including at local government level

Pacific Women funded five projects that primarily contributed to achieving the Women's Leadership and Influence outcome. In addition, nine other projects contributed to achieving this outcome. The projects promote women as leaders of local non-government and community service organisations, extension officers, bus drivers, community mobilisers and volunteers. Other projects build women's skills, confidence and experience as managers and leaders in cooperatives and the private sector, as executives in vendor associations and as representatives on landowner groups and company boards. The program is on track to achieve the Women's Leadership and Influence intermediate outcomes by 2019.

Policies, practices and programs are supporting and enabling women to move into leadership roles. Nine new Young Women's Associations have been established and are growing in membership. Training, experience and networking have increased the confidence and leadership skills of young women in Bougainville. The Young Women's Associations have been incorporated in the executive and district levels of the Bougainville Women's Federation and one young woman was elected to the board. In 2018, 36 young women took up formal leadership positions in their churches and wards and in the health, tourism and education sectors. Business Coalition for Women member companies have supported 100 women to gain a Certificate IV Leadership and Management. By the end of 2017, over 70 per cent of graduates had increased their responsibilities at work or had been promoted.

The Women in Leadership Support Program trained 143 women candidates intending to contest local level government elections in 2018. These elections were deferred until 2019. Training was provided to 11 of the 18 women who contested the separate 2018 Motu Koitabu Assembly elections.

More women and girls are taking on leadership roles and influencing decision making. Women engaged in the Inclusive Development project delivered 126 community development projects. Women now hold 83 per cent of executive positions in the 14 vendor associations in the three Port Moresby markets supported by the Safe City project. Ten women from mine-affected communities attended the Frieda River Limited Community Leaders Forum in 2018. There it was agreed that women representatives would sit on three clan sub-committees, the Landowner's Association and the board of the Representative Company. These entities are the key negotiating bodies representing the community in mine agreement-making processes.

Increased economic opportunities for women

Pacific Women funded seven projects that primarily contributed to achieving the Women's Economic Empowerment outcome. In addition, five other projects contributed to achieving this outcome. Projects have increased women's financial literacy and business skills, and helped them to open bank accounts and access loans. The program is on track to achieve the Women's Economic Empowerment intermediate outcomes by 2019.

Family, community, public and private sector attitudes and actions are increasingly supporting women's economic empowerment. Partners of the CARE Coffee project recognise that improving women's engagement in the industry is good for business. Business Coalition for Women member companies are implementing policies and practices that support women's greater participation, retention and leadership. An additional five companies and staff from six public sector agencies enrolled women staff in the Coalition's Certificate IV Leadership and Management course in 2018.² The Department for Community Development and Religion has recognised the value of UN Women's safe market model. The Department has asked UN Women to support the Government's reform of the legislation and policy for the informal economy.

Women have increased their knowledge, skills and confidence to successfully undertake formal and informal economic activities. The Women's Business Resource Centre supported 514 women with technical and vocational business skills training, resources and networking opportunities in 2018. Over the first two years, 21 per cent of the 304 users surveyed reported that their business had expanded due to their involvement

² The participants from each of the public sector agencies were sponsored through the Justice Services and Stability for Development program and the Public Sector Leadership and Reform Partnership.

with the Centre. Young Women's Associations in Bougainville are using the skills their members have learned and their Association networks to implement livelihoods projects and expand their membership base. For example, the Kieta Young Women's Association has continued to implement a chicken farming project and is now also making and selling reusable menstrual hygiene pads. In 2018, Association members started other businesses selling ice and lunch packs, and opened a bank account. A young woman with an intellectual disability has started a small market business. Another young woman has started a printing and photocopying business.

The North Bougainville Young Women's Association used profits from fundraising to support three young women's groups with start-up cash (300 kina each) for small livelihoods projects. They will do the same for a fourth group once the plans are submitted and approved. After initial Family Farm Teams training through the Women in Mining project, four of the seven mine-affected communities set up markets for the first time. They also established market committees with equal representation of women and men.

Public and private sector partners have established policies, practices and programs that enable women's economic empowerment and promote safe working conditions for women. The Business Coalition for Women's Gender Smart Safety Resources are making working conditions safer for women. Nine companies have subscribed to the *Bel isi PNG* initiative, providing their staff with priority access to a new safe house as well as access to the new case management services in Port Moresby managed by Femili PNG. Koki Market now has safe, affordable and secure transit accommodation for women staying in Port Moresby to sell at the market. The Women's Business Resource Centre has partnered with other groups to increase access to training and business support, including for women with low literacy. The Centre has earned a reputation of safety and openness to women of all backgrounds.

The Center for International Private Enterprise is working with four universities to develop or strengthen entrepreneurship curriculum. By November 2018, 14 students had registered for Pacific Adventist University's new undergraduate double major in accounting and entrepreneurship. CARE Coffee and *Kommuniti Lukautim Ol Meri* are increasing access to credit through different financing models. A review of the CARE Coffee village savings and loans pilot identified an emerging culture of saving among members, enabling longer-term productive investments and increased income.

Strengthen the national response to violence against women and provide expanded support services

Pacific Women funded 16 projects that primarily contributed to achieving the Violence Prevention and Response outcome. In addition, five other projects contributed to achieving this outcome, including four research projects. The program is on track to achieve two of the three intermediate outcomes by 2019 and some progress has been made toward the third outcome relating to legislative and policy reforms.

Women, girls, men, boys and communities are acting to address violence against women. An evaluation of three years of the work of the Gender Justice and Healing project identified evidence of important positive changes in several communities in the districts of Bana, Siwai, Buin, Kieta, Selau and Haku in Bougainville. In two wards of Bana district, these changes are profound. There have been no sorcery accusation-related killings since 2015 and early intervention by women human rights defenders and male advocates ensured that seven people accused of sorcery were protected from violence and reconciled with their communities. Wife beating, and child abuse and neglect are now less frequent. There has been a reduction in teenage pregnancies and marriages and more couples are sharing childcare and household responsibilities. All four ward members for these districts are women human rights defenders and male advocates, and women human rights defenders are on the boards of the school and health centre.

Efforts by the Kafe Urban Settlers Women's Association led seven communities to confront harassment and violence on the notorious Barola section of the Highlands Highway, resulting in the apprehension of eight gang members. All Papua New Guinea partners organised activities to mark the 20 Days of Human Rights Activism. The *Bel isi PNG* walk attracted high profile politicians, uniformed service personnel and sports stars. UN Women launched the 'My Dream' song by Jobecca Watinga and the Marienville Girls School Choir.³

³ Available on <https://pacificwomen.org/news/a-dream-from-the-heart/>

Quality services continue to expand. Fourteen projects contributed to improving services for survivors of violence. A greater number of women and girls accessed support services with 6,498 women and girls accessing services in 2018 compared with 994 new clients in the same period the year before. The prioritisation of emergency services for women and children in response to the Highlands earthquakes in 2018 ensured that 5,303 women and girls had access to urgent health, psychosocial and safety services and reproductive health and dignity kits.

During this reporting period, the Nazareth Centre for Rehabilitation expanded the men's hub to a third location, to serve the Juvenile Justice Centre in Mabiri. Femili PNG's Lae Case Management Centre received referrals from a broader geographic range of health facilities and police posts and expanded case management services to Port Moresby. Through the *Bel isi PNG* initiative a new safe house now operates. FHI 360 expanded its services to work with the Family Support Centre in Maprik, East Sepik and is working with Nuku district authorities to support district level health facilities in West Sepik.

In the past year, partners have significantly strengthened their disability inclusion. In 2017, less than 20 per cent of partners reported working with people with disability. In 2018, 66 per cent of partners reported reaching people with disability. For example, after administering the Washington Group Questions to training participants and identifying a significant level of hearing and visual impairment among participants, FHI 360 *Kisim Femili Plenin* amended its training delivery methods and tools to include more visual guides and more activities.

Pacific Women partners are implementing legislative and policy reforms to protect women and children from violence and protect human rights. For example, working with police and others to implement the Family Protection Act 2013 and the *Lukautim Pikinini Act 2015* (relating to child welfare); and implementing the Sorcery Accusation-Related Violence National Action Plan and the National Gender Based Violence Strategy.⁴ The introduction of a code of conduct and a monitoring and response mechanism during the humanitarian response in the Highlands protected women and girls against exploitation and sexual abuse. Consistent and persistent lobbying, including by the Highlands Women Human Rights Defenders Movement, contributed to the Prime Minister of Papua New Guinea's decision to endorse the establishment of a Human Rights Commission.

However, significant challenges remain. The Gender-Based Violence Secretariat is still yet to be established under the National Gender Based Violence Strategy. It is still time consuming and sometimes difficult to obtain interim protection orders, and there are limited numbers of gazetted Child Protection Officers and services specifically addressing child survivor needs. There is very limited funding available from the Government of Papua New Guinea.

Enhance knowledge and evidence to inform policy and practice

Pacific Women funded six dedicated research projects in the reporting period. This included the Research Training Program to build and enhance the skills of people researching approaches to address gender inequality in Papua New Guinea. In addition, most partners contributed to achieving this outcome by collecting and analysing data. The program is on track to achieve the Enhanced Knowledge and Understanding intermediate outcomes by 2019.

Evidence about gender inequality and discrimination, causes of violence and drivers of change in Papua New Guinea is being disseminated, shared and used to inform program planning. The Australian National University used Femili PNG's project data to inform its pilot research on the efficacy of family protection orders. Femili PNG's experience with delivering case management in Morobe informed the design of the *Bel isi PNG* initiative in the National Capital District. Western Highlands Province Family Support Centre data showed an increased number of children reporting sexual violence over a six-year period. The Family Support Centre used the data to develop strategies for raising child protection issues in primary schools.

There is evidence this year that good practices, successful approaches and learnings trialled through *Pacific Women* are being taken up by other Australian investments and by the Government of Papua New Guinea. UN Women has designed new Safe and Prosperous Districts projects for Lae, Buin and the Sepik region based on the positive experience and learnings from less positive aspects of the Safe City project in Port

⁴ Papua New Guinea National Strategy to Prevent and Respond to Gender Based Violence 2016–2025.

Moresby. The Australian Gender Equality Fund funded the design of a new phase in the Sepik region, and Australian High Commission's Subnational Program is now providing ongoing support for the project. The Governor of the National Capital District has requested that UN Women add their expertise to the Settlement to Suburb Upgrading project. The family-based farming approaches are a foundation activity in the new Markets for Village Farmers project which includes training 23,000 farming households in family-based approaches.⁵

Partners are developing, testing and disseminating toolkits, training manuals, communication posters, songs and other resources to promote behaviour change and a more gender equal Papua New Guinea. These resources are being shared with and taken up by other *Pacific Women* projects and other organisations.

Lessons learned

The *Pacific Women* program aligns with and supports the Government of Papua New Guinea's development priorities and national and regional gender equality commitments. The Government's gender equality commitments are not matched by its -committed resources. Coordinated effort from Government and development partners is required to achieve intended outcomes.

Pacific Women's regular 'lunch and learn' events, the Annual Learning Workshop and other networking opportunities are resulting in sharing of research and learnings, improved coordination and strengthening links between a range of stakeholders engaged in women's leadership, women's economic empowerment and preventing and responding to violence against women.

The evaluations and learning from *Pacific Women* partners show that change is possible, and it is happening. More communities are participating in activities to promote positive developments and are asking for more information and assistance to bring about those changes. The positive outcomes for young women and men involved in the UN Women Safe Public Transport and the Young Women's Leadership projects encourages increased engagement with young women and men and with adolescent girls and boys. The family-based approaches in farming are promoting more equitable workloads, improving communication within families and enabling financial goal setting for families, resulting in improved incomes and family wellbeing. The Family Wellbeing Survey showed a reduction in the incidence in the last 12 months of sexual violence in Western Highlands, and an increase in the rate of survivors seeking medical assistance within 72 hours of sexual violence.

Many *Pacific Women* partners have developed and tested learning materials to effectively convey key messages and transfer new skills to communities with relatively low levels of literacy. These include contextualised picture-based materials, resources for experiential learning and role plays and games-based training methods. The Family Farm Teams village community educator manuals are being revised to remove terms that cannot be easily translated into *Tok Pisin* and to include a glossary of regularly used terms to promote improved understanding between trainers and local facilitators.

The prevalence of family and sexual violence in Papua New Guinea is high. All development efforts need to acknowledge this context. Most women participating in and benefiting from development projects will experience violence or risks of violence. Project designs need to assess and mitigate known barriers for women's participation and risk factors for violence. Project staff need to be aware of the service providers available for survivors of violence and to promote positive gender and social norms. The Do No Harm research demonstrated that simply increasing women's access to resources or income does not reduce the risk of violence or ensure increased family livelihoods, and that it often increases the burden on women.

Program challenges and risks

Identifying ways to take successful approaches to scale while maintaining the fidelity and quality of these approaches is a significant challenge. Many successful approaches involve significant time and a depth of engagement with communities. Training materials are typically not certified and the organisations developing the materials are not registered training organisations. The Communication Strategies for Social Change project has demonstrated that digital storytelling can elicit empathy and a willingness to explore new

⁵ The International Fund for Agricultural Development project is valued at US\$29.56 million over six years and is financed through a loan with the Government of Papua New Guinea.

alternative behaviours in the audience. However, there are physical, psychological and efficacy risks if follow-up discussion are not facilitated by individuals with knowledge, personal commitment and connections to appropriate service providers. Options to be explored in the next year include certification of training materials and more formal recognition of project trainers.

The needs of child survivors of sexual and physical violence differ from adult survivors. Yet there are almost no specific services available for children. Qualified counselling services are in limited supply across the country and there are few gazetted Child Protection Officers as required by the *Lukautim Pikinini Act 2015*. While the *Pacific Women* program is not designed to address these specific needs, the program continues to support partners to improve their own consideration of child protection risks. *Pacific Women* partners continue to explore other ways to serve child survivors, including through prevention activities in schools and raising the awareness of teachers and parents of sexual and gender-based violence and available services. Some Family Support Centres have moved to make their centres more welcoming and appropriate for child clients.

The safety, recognition and sustainability of women human rights defenders (and male advocates) remains a challenge. These women and men put themselves in danger by stepping in to help survivors of violence or those accused of sorcery. In the coming year, *Pacific Women* partners will look at opportunities to raise the profile of local human rights defender organisations via social media and to help them receive donations. In Bougainville an economic empowerment component has been added to the Gender Justice and Healing project aimed at supporting volunteer women human rights defenders.

Where the program works

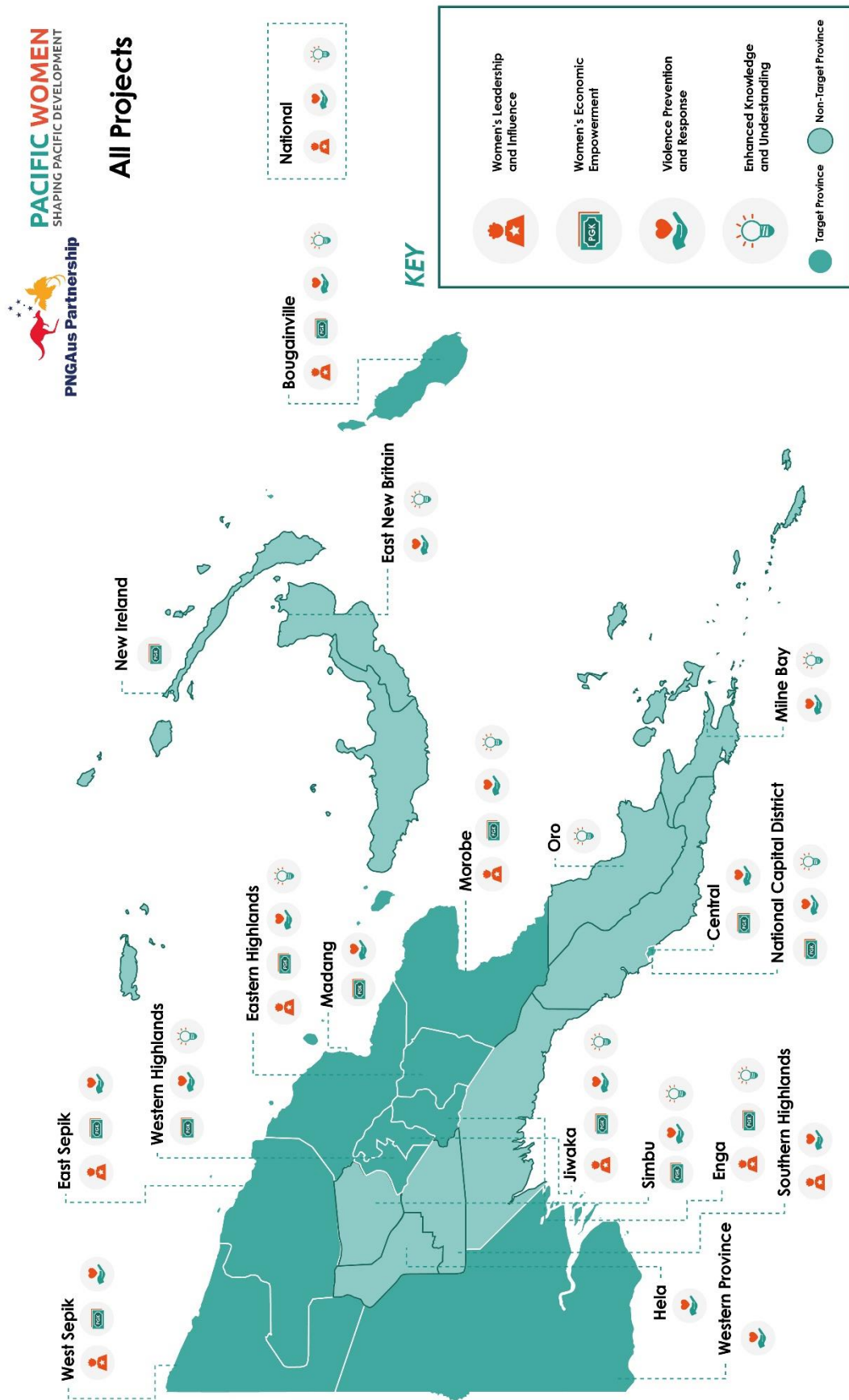
The Second Papua New Guinea Country Plan identified geographic areas of focus of the program on the basis of poverty indicators including the levels of violence against women; political, public sector and community leadership and opportunities for women; seeking to represent regional differences; and the diversity of economic opportunity.

- Eastern Highlands, Simbu and Morobe. This focus area was expanded to include Western Highlands and Jiwaka as the Highlands corridor because the provinces are closely linked;
- Central Province and National Capital Districts;
- Autonomous Region of Bougainville (Bougainville);
- Sepik region (East Sepik and West Sepik⁶);
- Western Province.

Figure 3 shows the provinces in which all *Pacific Women* in Papua New Guinea activities have worked, and the primary outcomes of activities in each province.

⁶ West Sepik province is also known as Sandaun Province.

Figure 3 Pacific Women in Papua New Guinea activities map



1 Overview

The *Pacific Women* in Papua New Guinea Performance Report 2018–2019 draws together activity level reports from implementing partners to provide aggregate country-level *Pacific Women* reporting. It draws on reports covering activities from 1 July to 31 December 2018 and those planned for 1 January to 30 June 2019. Activity level reporting produced by partners has been supplemented by project evaluation reports and other updates provided by partners.

Papua New Guinea is implementing its second *Pacific Women* Country Plan (2014–2019), which commits \$58 million of Australian Government support to four outcomes⁷:

- Increase women's leadership and influence in decision making, including at local government level (Women's Leadership and Influence).
- Increase economic opportunities for women (Women's Economic Empowerment).
- Strengthen the national response to violence against women and provide expanded support services (Violence Prevention and Response).
- Enhance knowledge and evidence to inform policy and practice (Enhanced Knowledge and Understanding).

The Second Country Plan targets the following geographic areas:

- Eastern Highlands, Simbu and Morobe. These three areas were identified in the planning process. This was expanded to include Western Highlands and Jiwaka as the Highlands corridor because the provinces are closely linked and not easily separated.
- Central Province and National Capital Districts.
- Autonomous Region of Bougainville (Bougainville).
- Sepik region (East Sepik and West Sepik⁸).
- Western Province.

Pacific Women funds activities, individually and jointly, that contribute to changing social norms, attitudes, policies and laws to promote and uphold gender equality.

Pacific Women works closely with a number of National Government departments and District Administrations to support the implementation of the Government of Papua New Guinea's development priorities and gender equality commitments. *Pacific Women* supports the implementation of laws including the *Family Protection Act 2013* and the *Lukautim Pikinini Act 2015*. Annex 1 provides a summary of *Pacific Women* activities that support achievement of Medium Term Development Plan III (2018–2022) key result areas. Other key government policies *Pacific Women* supports include:

- The **National Gender Based Violence Strategy**, working with the Department for Community Development and Religion and Office for Development of Women and with provincial administrations and services providers to improve the referral pathways. See Annex 2 for a summary of the Strategy and *Pacific Women* contribution to its achievement.
- The **Sorcery and Witchcraft Accusation Related Violence National Action Plan** to help accused persons escape extreme violence, research-informed training for police and developing advocacy and communications materials to prevent violence.
- The **National Small and Medium Enterprise Policy** by supporting women to start and grow enterprises.
- The **National Financial Inclusion Strategy** by building financial literacy and access to credit.
- The **National Health Plan and Population Policy** to enhance family and community support for women's access to reproductive and maternal health especially for adolescent girls and unmarried women.

⁷ All references are to Australian dollars unless otherwise stated.

⁸ West Sepik province is also known as Sandaun Province.

Pacific Women and the Department for Community Development and Religion and the Department of National Planning and Monitoring are working closely to develop the *Pacific Women* Third Papua New Guinea Country Plan (2019–2022).

2 Purpose and Structure

This report gives the Government of Papua New Guinea, the Government of Australia and *Pacific Women* implementing partners an overview of activities and the performance of the *Pacific Women* program in Papua New Guinea from July 2018–June 2019. The report is a key method of monitoring program progress against the design intentions and Second Country Plan monitoring indicators. Section 3 of this report provides summary data on each of *Pacific Women's* activities in Papua New Guinea during 2018–2019, as well as cumulatively since its launch in August 2012.

Section 4 of this report presents an assessment of progress against the intermediate outcomes (2017–2019) included in the revised Monitoring, Evaluation and Learning Framework for the Second Country Plan. This section also includes three 'special' issues sections on infrastructure, family-based approaches and a strategic evaluation of Australia's investments in ending violence against women and children.

Sections 5 and 6 document lessons learned from the program and identify the ongoing challenges and risks faced in the program. The program's approaches to mitigate these risks are explained. Section 7 summarises relevant regional *Pacific Women* activities for the Papua New Guinea program.

Sections 8 through 11 provide details on each implementing activity. These activity summaries are drawn from implementing partner activity reports and reviews of projects, primarily reporting on activities completed between July–December 2018. They show progress against project objectives on a cumulative basis. Some activities contribute to more than one outcome. Activity summaries appear under the outcome with which they primarily align. Research activities are listed under the Enhanced Knowledge and Understanding outcome (section 11). Activity summaries include key activities planned by partners during the January–June 2019 period.

Annexes to this report will contribute to shared learning and coordination:

- Annex 1 shows how *Pacific Women* activities contribute to achieving the Papua New Guinea Medium Term Development Plan III (2018–2022).⁹
- Annex 2 identifies *Pacific Women* activities that are supporting the Papua New Guinea National Strategy to Prevent and Respond to Gender Based Violence 2016–2025.
- Annex 3 provides details of gender equality commitments made by the Government of Papua New Guinea.
- Annex 4 provides details of each *Pacific Women* activity, including its location, contact details and links to project and partner websites and social media pages, to assist partners to identify others working in similar areas.
- Annex 5 demonstrates the range of Papua New Guinean partners involved in *Pacific Women* beyond the directly funded partners.
- Annex 6 lists recently published research relevant to, though not necessarily funded by, the program, as well as research work underway or planned, mostly by *Pacific Women* partners.
- Annex 7 provides a summary of the assessment of progress against the intermediate-term outcomes from the *Pacific Women* Papua New Guinea Monitoring, Evaluation and Learning Framework 2018.

This report is shared with implementing partners and published on the program website (pacificwomen.org).

⁹ Papua New Guinea Department of National Planning and Monitoring (2018). Papua New Guinea Medium Term Development Plan III (2018–2022).

3 Summary Data

3.1 Activities funded

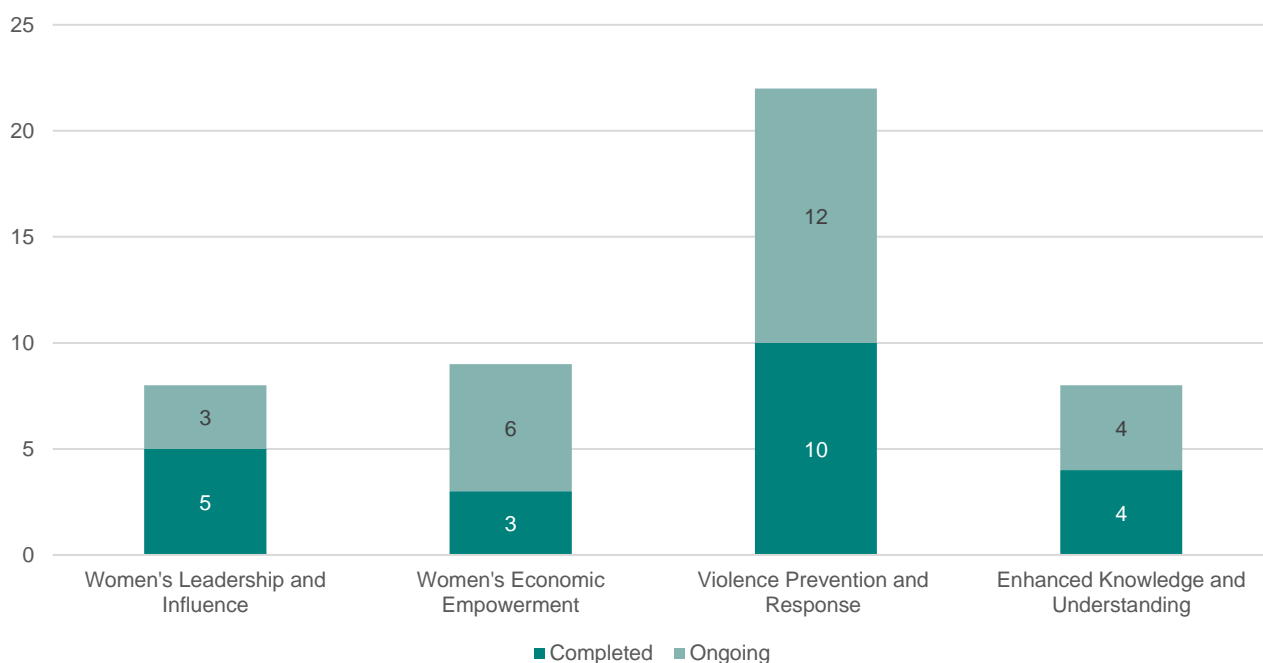
As at 30 June 2019, there will be 25 ongoing *Pacific Women* implementing activities with 16 directly funded partners in Papua New Guinea. Two new activities started and seven were extended this year, while seven activities ended.

Figure 4 shows the number of implementing activities for each *Pacific Women* Papua New Guinea outcome. The statistics include three multi-country research activities that the *Pacific Women* regional program managed and funded that involve Papua New Guinea. The last of these finished in this reporting period.

Three activities operated exclusively in Bougainville this year, two of which finished this period. A further 11 activities worked in both Bougainville and other locations. Of these 11 activities, five finished and two started this year.

Annex 4 lists all *Pacific Women* implementing activities that operate in Papua New Guinea, detailing partners, location and the areas of work targeted by each activity. Examples of areas of work include community or national level women's leadership, formal or informal economy, financial literacy, crisis response and case management, primary prevention (of violence), engaging with men and youth, school-based programs, and research.

Figure 4 Number and status of *Pacific Women* activities in Papua New Guinea, by outcome, since the program commenced



3.2 Funding

Table 1 *Pacific Women* contracted commitments through the First (2012–2014) and Second (2014–2019) Papua New Guinea Country Plans Table 1 summarises *Pacific Women* contracted commitments in Papua New Guinea since the program was launched in August 2012. The table includes all activities included in Annex 3, including the three multi-country research activities entirely funded and managed through the *Pacific Women* regional program.

Table 1 Pacific Women contracted commitments through the First (2012–2014) and Second (2014–2019) Papua New Guinea Country Plans

Outcome Areas	Number of activities [^]	Bilateral funding (\$ million)	Additional funding (\$ million)	Value (\$ million)	Per cent total commitment (%)
Women's Leadership and Influence	8	10.843	2.639	13.482	13%
Women's Economic Empowerment	9	15.643	1.361	17.004	17%
Violence Prevention and Response	22	53.492	9.213	62.705	61%
Enhance Knowledge and Understanding	8	6.502	1.062	7.563	7%
Administration and Management		.800	.519	1.319	1%
Total	47	87.28	14.794	102.07	100%
		86%	14%	102,073,924.92	
Total includes Bougainville specific activities (Violence Prevention and Response (1) and Women's Leadership and Influence (3))	4	10.561	.398	10.96	11%

As at the end of June 2019, the total commitment for *Pacific Women* activities in Papua New Guinea over the life of the program is projected to be \$102.07 million. Bilateral funding accounts for \$87.28 million (86 per cent). The remaining \$14.79 million (14 per cent) has been secured from other Australian Government funding sources. These sources include \$3.56 million from the *Pacific Women* regional program (including \$1.06 million for the three multi-country research activities managed by the Australian Department of Foreign Affairs and Trade (DFAT) *Pacific Women* program management team in Canberra), \$8.67 million from the Gender Equality Fund and \$2.56 million from other bilateral Papua New Guinea programs.

Over \$10.56 million of bilateral funding is committed to activities that operate exclusively in Bougainville. This exceeds the *Pacific Women* commitment of \$4 million over five years expressed in the Bougainville Gender Investment Plan.¹⁰

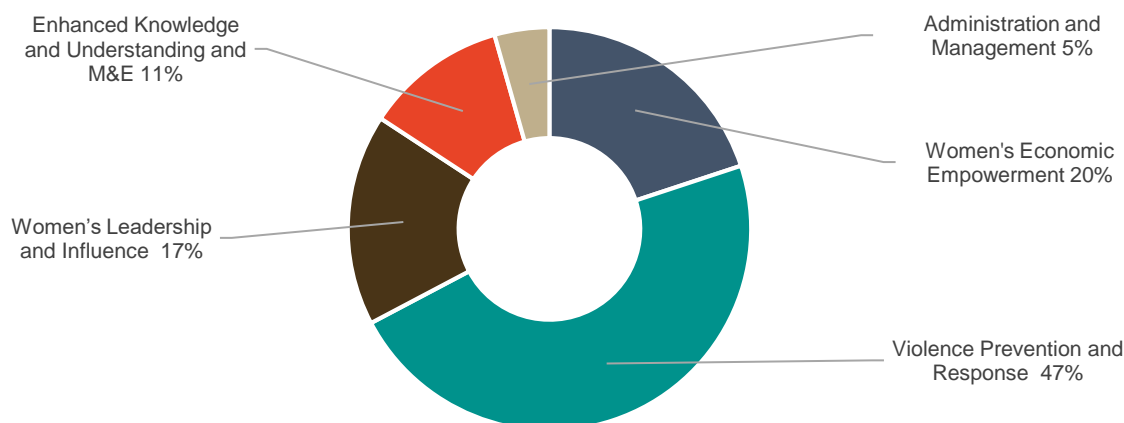
During this reporting period, the Australian Government contributed \$13 million to the *Pacific Women* in Papua New Guinea program. Of this, \$1.2 million was provided by the Australian Government's Gender Equality Fund and \$0.69 million from other Australian Government bilateral aid programs. The remaining \$11.14 million came from *Pacific Women*'s bilateral funds.

The *Pacific Women* Support Unit (Support Unit) directly manages most of the funding (74 per cent). This proportion decreased this year as new projects were approved with UN Women.¹¹ The Australian High Commission in Papua New Guinea managed 24 per cent of this year's funds through multilateral agreements. The Support Unit assists with day-to-day management and consolidated reporting for these activities, to ensure coherent, consistent and strategic implementation of the program.

Figure 5 shows the proportion of expenditure of *Pacific Women* in Papua New Guinea for financial year 2018–2019 for each outcome.

¹⁰ In 2015, the Autonomous Bougainville Government, the Government of Australia and the Government of Papua New Guinea agreed the Bougainville Gender Investment Plan (2014–2019). The former Australian Minister for Foreign Affairs and the President of the Autonomous Region of Bougainville launched the Plan. Under the Plan, Australia committed \$14 million in funding over five years, including \$4 million committed by *Pacific Women*.

¹¹ See Activity Summary 8.5 Women Make the Change: increased voice for women in political processes.

Figure 5 Projected expenditure (per cent) in FY 2018–2019 by outcome

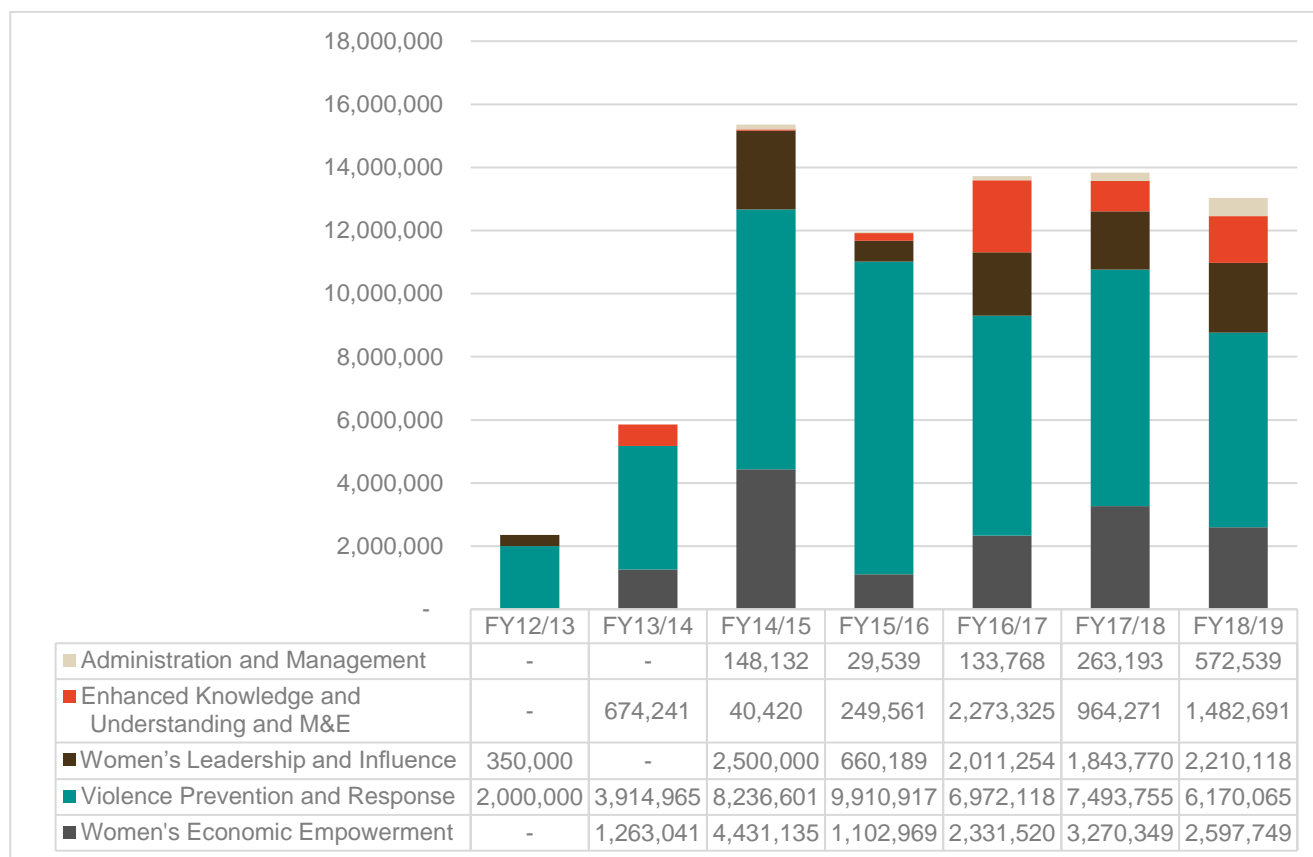
The proportion of funding committed to activities primarily focused on Violence Prevention and Response has decreased overall from 68 per cent last year to 61 per cent this year. It represents less than half (47 per cent) of this year's \$13 million spending. The decrease in proportion is due to new investments in activities primarily focusing on Women's Economic Empowerment and Women's Leadership and Influence and the respective increase in proportion of spending and commitment to other outcomes. Consultations to develop the *Pacific Women* Third Country Plan affirmed the need to continue the relatively higher proportion of investment in violence prevention and improving the quality of responses and expanding services. New approved activities include efforts to address family and sexual violence, even when their primary objective relates to Women's Economic Empowerment or Women's Leadership and Influence.

The proportion of funding for Enhanced Knowledge and Understanding covers research activities. Monitoring and evaluation accounts for 3.5 per cent of the total commitment. While this is below the Second Country Plan target of seven per cent for monitoring and evaluation support, it is 5.74 per cent of spending this year. It only includes the Support Unit monitoring and evaluation costs, including the Annual Learning Workshop. It does not include monitoring and evaluation costs within each activity. Spending on monitoring and evaluation has continued to increase year on year.

The Support Unit is currently managing a review of different behaviour change approaches used in *Pacific Women* projects to increase understanding of effective approaches in the Papua New Guinean contexts. This study will provide a framework and practical tools for future projects aiming to facilitate behaviour changes in gender and social norms. The Support Unit is conducting a survey to track and understand how project participants have used family-based approaches and financial literacy training of trainers. The Support Unit provides guidance to implementing partners to strengthen project monitoring and data analysis.

By 30 June 2019, it is projected that the *Pacific Women* in Papua New Guinea program will have spent \$76.1 million since it began in 2012. This includes funding from other Australian Government sources of \$12.12 million. The *Pacific Women* regional program funds most of the administrative operations of the Support Unit and are therefore not included within these Papua New Guinea expenditure figures.

Figure 6 shows total expenditure by *Pacific Women* against each outcome in Papua New Guinea since the program began in 2012.

Figure 6 Total expenditure by *Pacific Women* in Papua New Guinea between FY 2013 and FY 2019

3.3 Facts and figures

Figure 7 presents a snapshot of facts and figures collated from *Pacific Women*-funded activity reports in Papua New Guinea since the program began in August 2012 through to December 2018.¹²

¹² The cumulative reach numbers may include people that have been reached through more than one activity and that person would then be counted more than once. Most partners that offer violence response services count both first time and repeat clients and those clients are only counted once.

Figure 7 Cumulative facts and figures of *Pacific Women in Papua New Guinea* August 2012–December 2018

4 Progress towards intermediate-term outcomes 2017–2019

The *Pacific Women* Papua New Guinea Monitoring, Evaluating and Learning Framework (Papua New Guinea MELF) was revised in 2018. The updated Papua New Guinea MELF reflects changes to the program of work supported through *Pacific Women* in Papua New Guinea. It incorporates learnings gained from implementing the program in Papua New Guinea between 2015–2018. The Papua New Guinea MELF highlights how program outcomes are interconnected, and the linkages being achieved through the program.

The revisions address the recommendations made in the Mid-term Review of the Papua New Guinea Country Plan in August 2017.¹³ In addition, 33 stakeholders of the *Pacific Women* Papua New Guinea program (28 women and five men) met on 8–9 February 2018 to review and recommend changes to the original Papua New Guinea MELF that was developed in August 2015.

The Papua New Guinea MELF aligns with the revised regional *Pacific Women* Program Monitoring, Evaluation and Learning Framework dated November 2017 and with the Government of Papua New Guinea's gender equality policies and priorities. The Papua New Guinea MELF supports *Pacific Women* to report on progress towards the Department for Community Development and Religion's Annual Operational Plan and the Bougainville Gender Investment Plan.

This section outlines progress made towards the 11 intermediate-term outcomes under the program's four long-term outcomes. This section draws primarily from activity level reports for July–December 2018. It also draws on project evaluations, end of project reports and contributions provided by partners during an outcomes analysis workshop held in Port Moresby in February 2019.

In 2018–2019, the *Pacific Women* in Papua New Guinea program is on track to achieve almost all its intermediate-term outcomes by 2019. This reflects the alignment of the program of work funded in Papua New Guinea to the Papua New Guinea MELF. It is supported by the strong alignment of project designs and performance requirements of partners to work toward the desired outcomes sought through the program.

4.1 Women's leadership and influence

In 2018–2019, *Pacific Women* funded five projects that primarily contributed to achieving the Women's Leadership and Influence outcome. Two operated only in Bougainville and finished in December 2018. Evaluations of these projects will further inform learnings in the next reporting period but are not yet available. In addition to these five projects, nine other projects contribute to achieving this outcome. They promote women as leaders of local non-government and community service organisations, extension officers, bus drivers, community mobilisers and volunteers. Other projects build women's skills, confidence and experience as managers and leaders in cooperatives and the private sector, as executives in vendor associations and as representatives on landowner groups and company boards. *Pacific Women* projects are on track to achieve the Women's Leadership and Influence intermediate outcomes.

Table 2 Progress toward achieving Women's Leadership and Influence intermediate-term outcomes (2017–2019)

Key ● On track to achieve outcome ● Some progress made ● Not on track to achieve outcome

Women's Leadership and Influence	
Community and public and private sectors have developed policies, practices and programs that support and enable women to move into leadership roles.	●
More women and girls undertake leadership roles and influence decision making at community level, at local and national government levels and in the private sector.	●

Community and public and private sectors have developed policies, practices and programs that support and enable women to move into leadership roles

In Bougainville, the Young Women's Leadership Project supported young women to move into leadership roles through Young Women's Associations. Association membership grew strongly from inception in 2016 until the end of the project in December 2018. The Buin Young Women's Association, for example, grew from 19 to over 50 members. The project has increased the confidence and leadership skills of young women through training in leadership, gender equality and human rights, sexual and reproductive health and financial literacy.

¹³ Ann Braun and Katherine Yuave, Mid-term Review of the Papua New Guinea Country Plan, August 2017. Available at: https://pacificwomen.org/wp-content/uploads/2018/03/Pacific-Women-PNG-MTR-Report_FINAL.pdf

The Young Women's Associations are incorporated in the Bougainville Women's Federation structures at district and executive levels. The Bougainville Women's Federation changed its rules to accept nominations from members of Young Women's Associations. As a result, several Young Women's Association members were nominated for executive and district positions and one young woman was elected to the Bougainville Women's Federation board. A young woman who nominated for an executive role but was not successful reported that the experience increased her confidence. She plans to recontest the next board election.

The Young Women's Leadership Forums held in 2017 and 2018 provided the first opportunity of its kind to celebrate and demonstrate leadership skills, build networks and share ideas and skills across Bougainville and with other organisations from Papua New Guinea, Solomon Islands and Fiji. The forums inspired the establishment of five additional Young Women's Associations in local government areas in North Bougainville. Young Women's Associations are working toward self-reliance through livelihood projects and members are delivering trainings and awareness on gender equality and life skills in their communities.

Young Women's Leadership Forums' alumni facilitated training for youth and young women's programs with International Women's Development Agency partners Wide Bay Conservation Association, East New Britain; Caritas, Bougainville; and Voice for Change, Jiwaka. The Women in Mining Project engaged two young women project trainers to conduct leadership training for young women from the seven mine-affected communities in Frieda River.

The CARE Coffee project trained six young women leaders in family business management, financial literacy and gender and diversity training. The young women were from the Lower Unggai Community Development Foundation, Neknasi Cooperative and Timuza Coffee Cooperative. Two of the six young women have already taken up leading roles in village savings and loans associations.

Ten local women from the seven mine-affected communities attended the Frieda River Limited Community Leaders Forum in 2018. The Forum agreed that each of the three clan group communities would elect one woman to sit on the clan sub-committee. One woman will sit on the board of the Landowners Association and a woman representative will sit on the board of the Representative Company. These entities are the key negotiating bodies representing the community in mine agreement making processes. Women's representation on these bodies is a significant achievement.

Member companies of the Business Coalition for Women and public sector agencies are investing in women employees by supporting them to complete the Certificate IV Leadership and Management. By the end of February 2019, 100 women had graduated the course and a further 20 are studying. The qualification supports women's participation and career progression in the private sector.

More women and girls undertake leadership roles and influence decision making at community level, at local and national government levels and in the private sector

Bougainville Young Women's Association members organised the second Young Women's Leadership Forum held in Arawa in 2018 for 180 participants. The theme was 'Break the Silence! Hear Our Voice!' Young women from North Bougainville, Buin, Wakunai, Torokina and Kieta districts were joined by young women leaders from partner organisations across Papua New Guinea, Solomon Islands and Fiji. They shared experiences and learning, built networks and developed sustainability plans for 2019.

As a result of participating in the Young Women's Associations, 36 young women have taken up formal leadership positions in 2018. This included roles in their churches and wards and in the health, tourism and education sectors. Fourteen young women from six districts were trained as trainers for *Gud Disisons*, *Gud Lidasip*, Family Farm Teams and games-based financial literacy. The *Gud Disisons*, *Gud Lidasip* training on leadership and good governance was adapted by and through the project.¹⁴ These new young women trainers are now working with district level Young Women's Associations to roll out training to more communities in 2019. The Young Women's Associations have developed fundraising plans to support the roll out.

¹⁴ A training manual for good governance and leadership aimed at young women, adapted from a manual developed in 2012 by Live and Learn in partnership with the International Women's Development Agency.

Importantly, over the duration of the Young Women's Leadership project, relationships between mature women and young women grew. The initial challenge of engaging more mature women as mentors for the young women was overcome and these mature women were convinced of the benefits of providing opportunities for young women. This is an important and reinforcing success. As the younger women developed their leadership skills through training and advancing their own associations and livelihoods, members of the Bougainville Women's Federation increased their mentoring support and provided increased opportunities for young women to practice their leadership skills.

I see young women mentoring their peers and also the mature women, in areas like planning activities and delegation. The young women recognise that the mothers don't have the same skills and are resistant to change. So the young women are helping and guiding them.

Celestine Tommy, a mentor and Bougainville Women's Federation Executive Committee member for North Bougainville.

In 2017, 34 communities in Bougainville elected trained women human rights defenders as community government ward members and 16 communities elected Nazareth Centre-trained male advocates. All four Toberaki ward members (two districts in Bana, South Bougainville) are women human rights defenders or male advocates. Since 2015, women human rights defenders and male advocates from Bana have been appointed to serve on the District Peace and Security Community. Women human rights defenders throughout Bougainville have taken up roles in community development projects or joined community boards, such as at schools or health facilities.

Women supported by the Inclusive Development in post-conflict Bougainville project delivered development benefits to their communities through the projects they managed. The women attributed their confidence, increased capability to deliver services for their communities, and good community perception of them as leaders to their involvement in the project.

The Women in Leadership Support Program trained 143 women candidates intending to contest the local government elections in 2018. The elections were deferred to 2019. Additional training is planned as the result of a request from women's groups in the Highlands. Eleven of the 18 women who contested the separate Motu Koitabu elections attended a training about contesting local elections. Both women who won the two reserve seats for women attended the training.

Over 70 per cent of graduates from the Certificate IV in Leadership and Management delivered by Business Coalition for Women increased their responsibilities at work or were promoted by the end of 2017. New participants report being mentored by former Certificate IV graduates in their workplaces.

There are 69 women executives (83 per cent) in the 14 vendor associations in the three Port Moresby markets supported by the Safe City project. Four women were elected as executives of the newly established Koki Market Vendors Association. This represents a significant change for Koki Market, where previously men occupied leadership roles and made all decisions.

Tsak Valley women supported through the *Kirapim Kaikai na Maket* project have increased their knowledge about effective and sustainable farming and increased their farming skills. Most of the women who participated in family management and leadership workshops reported an increase in confidence in their leadership and management roles. This confidence helped them to solve conflicts in their families, within women's groups and their communities. This brought peace in some volatile circumstances. Some men in their families and communities are starting to show respect for these women in sensitive matters such as conflict resolution. At least one leader of the Tsak Rural Women's Empowerment Foundation has been coached to a level where she can help the foundation develop its business plan.

Gender and infrastructure

Infrastructure – roads, buildings, electricity and water supply – is a key development driver. It is necessary to address people's needs and improve living conditions. The under-representation of women in the design and realisation of infrastructure projects undermines development. For infrastructure investments to be most effective it is important to consider the different ways women and men use infrastructure and are affected by infrastructure projects.

In Papua New Guinea, *Pacific Women* and other Australian-funded projects are supporting gender-sensitive approaches to infrastructure in a range of ways:

- **Engaging women and men at all stages, including when infrastructure is being designed, and ensuring that women as well as men are represented in project management.** The Safe City project ensured women were consulted and included throughout the design and implementation of activities. Through vendor associations, women raised safety and other concerns. As a result, the redesigns of the Geruhu and Koki marketplaces renovated market stalls to make them more open and safer, provided clean drinking water, improved sanitation, and increased the lighting and safety of toilet blocks. The markets are now safer for all vendors and customers, the majority of whom are women.¹⁵
- **Including clauses and obligations in procurement documents and contracts about unacceptable forms of behaviour.** Infrastructure projects can exacerbate risks of gender-based violence including sexual exploitation and abuse, workplace sexual harassment and human trafficking. Adding specific clauses and criteria as part of the tendering process for the Kapuna Hospital Renovation Project under the Incentive Fund made clear the codes of conduct for workers that included a zero-tolerance for alcohol, drugs or tobacco, aggressive behaviour or any form of sexual misconduct or violence. It also made clear the consequences of breaches.¹⁶
- **Thinking about how both women and men can be employed in infrastructure projects.** Building and maintaining roads is typically seen as men's work in Papua New Guinea. In Bougainville, over 36,000 community members are employed to maintain roads with grass cutting, drainage clearing and minor repairs. The transport program actively recruits, trains and supports women to take on these maintenance tasks. In 2017, 42 per cent of the community workers were women, leading to women and men sharing in the economic opportunities.¹⁷
- **Monitoring how women and men use public spaces and infrastructure differently.** A study of public transport use in Port Moresby showed that fear of crime, petty theft, violence and harassment means women face greater challenges getting around than men do. Many women change or limit their trips. In response, women-only buses have successfully transported women and girls on over 534,000 trips, increasing their sense of safety, freedom and mobility to attend work, school, health facilities and markets. The *Meri Seif Buses* will commence in Lae in 2019.¹⁸

A World Bank evaluation of gender-sensitive infrastructure has found evidence that these measures lead to better projects for women, men and children.¹⁹ In 2017, the World Bank committed to operationalising measures to prevent and respond to incidences of sexual exploitation and abuse in its projects.

The UN has developed *Guides on Integrating Gender into Infrastructure Development in Asia and the Pacific*. The guides include case studies from across Asia and the Pacific region, examples of good practices, analysis of cost effectiveness and social returns and checklists for stakeholders on mainstreaming gender. These guides are available on <http://asiapacific.unwomen.org/en/digital-library/publications/2019/03/guides-on-integrating-gender-into-infrastructure-development>.

¹⁵ *Pacific Women* funded activity. See Activity Summary 10.1 UN Women: Port Moresby: A Safe City for Women and Girls Program.

¹⁶ Incentive Fund IV.

¹⁷ Transport Sector Support Program.

¹⁸ See Activity Summaries 10.6 and 9.7 UN Women: Safe Public Transport for Women and Girls and Safe Districts projects.

¹⁹ World Bank. Making Infrastructure Work for Women and Men: A Review of World Bank Infrastructure Projects (1995–2009), December 2010.

4.2 Women's economic empowerment

In 2018–2019, *Pacific Women* funded seven projects that primarily contributed to achieving the Women's Economic Empowerment outcome. In addition to these seven projects, five other projects contribute to achieving this outcome. These projects have increased women's financial literacy and business skills to start their own livelihood projects or markets and have helped them to open bank accounts and access loans. Projects are on track to achieve the Women's Economic Empowerment intermediate outcomes by 2019.

Women's economic empowerment is the process of achieving women's equal access to and control over economic resources and ensuring women can use resources to exert increased control over other areas of their lives. Women's economic empowerment requires economic advancement (women's access to resources), and an increase in women's power, agency and decision making. The Do No Harm research from Bougainville, the Highlands and professional women's experiences in Papua New Guinea concludes that to achieve real change for women's economic empowerment, projects must challenge gender norms and practices in the context of marital relationships and the power imbalances in the other dimensions of women's lives.²⁰

Table 3 Progress toward achieving Women's Economic Empowerment intermediate-term outcomes (2017–2019)

Key ● On track to achieve outcome ● Some progress made ● Not on track to achieve outcome

Increase economic opportunities for women	
Family, community, public and private sector attitudes and actions increasingly support women's economic empowerment.	●
Women have increased knowledge, skills and confidence to successfully undertake formal and informal economic activities.	●
Public and private sector partners have established policies, practices and programs that enable women's economic empowerment and safe working conditions for women.	●

Family, community, public and private sector attitudes and actions increasingly support women's economic empowerment

Private and public sector and community-based partners of the CARE Coffee project increasingly recognise that improving women's engagement in the industry is good for business. In 2018, Monpi coffee recruited four more women extension officers, bringing its total of women extension officers to six. Prior to the work with CARE, Monpi had no women extension officers. CARE's training of extension officers and field support with farmers enables industry partners to fulfil the social component of the coffee certification program. Farmers earn increased income because their products qualify for the higher priced specialty market.

The Coffee Industry Corporation has incorporated CARE's organisational strengthening training and manuals into the new curriculum it developed for coffee farmer cooperatives in Papua New Guinea. The organisational strengthening training addresses good governance and developing and working with community groups. The Coffee Industry Corporation has increased the number of staff members it sends to the project's training sessions on gender and diversity and family business management. This is building the foundation for these staff to provide gender sensitive extension services and to advocate

We are thankful to CARE for the partnership and for building our capacities with all the social trainings! Yes, through the Gender Equality and Diversity training, the organisation has recruited and given more opportunities to females to be recruited as field extension officers. On the management level, women are also employed as managers and are decision makers on the overall operations of the company leading to better achievements of the company's aims and goals.

Delmah Farokave, Monpi Extension Coordinator

²⁰ This definition is adapted from the Do No Harm research project funded by *Pacific Women*. See Activity Summary 11.1.

internally for more gender equitable policies and processes.

Following the training, the Coffee Industry Corporation is considering developing its own short films focusing on gender inclusive coffee extension practices and the links to marketing to help reach more people.

CARE registered eight new Model Farming Families in 2018, bringing the number of Model Farming Families to 15. By working with Model Farming Families and directly employing community-based service providers, the project has improved the ability of local farmers to guide improvements in farming practices.

Business Coalition for Women member companies are implementing policies and practices that support women's greater participation, retention and leadership. Since 2018, five more companies and six public sector agencies have invested in supporting women staff as supervisors and managers by sending them to the Coalition's Certificate IV Leadership and Management course.²¹ Since 2015, 23 private sector companies and 14 public sector agencies have supported staff to attend. Nine courses have been conducted and 100 women have graduated. Participants and managers have provided feedback on participants' increased productivity, responsibility and confidence. A post-training evaluation at the end of 2017 identified that 71 per cent of graduates were promoted or given additional responsibilities.

Supported by the UN Women Safe Markets Project, the National Capital District Commission worked with market vendors' associations to pilot a fee system for market users. The new payment system has addressed fee extortion, and induction awareness has improved vendors' (141 women and nine men) knowledge of their rights and responsibilities with respect to market fees. UN Women is expanding the safe market model from Port Moresby to the Sepik region, and plans are in place to extend it to Morobe and Bougainville. The Department for Community Development and Religion has recognised the value of the vendor associations as a way for Government authorities to communicate with and hear about the interests and needs of those in the informal economy (mostly women). The Department has asked UN Women to provide technical advice in the drafting of the revised legislation and policy for the informal economy.

After the introduction of the Family Farm Teams training of trainers through the Women in Mining project, four markets were established. There were no local markets in the villages before the training. Women established the markets with support from their husbands. Since establishing the markets, men have been involved more as they see the benefits for their families and communities. All four markets have formed market committees with equal representation of women and men. The committees are responsible for daily management of the market, collecting vendor fees and using those fees to improve the market.

Women have increased knowledge, skills and confidence to successfully undertake formal and informal economic activities

The Women's Business Resource Centre supported 514 women with technical and vocational business skills training, resources and networking opportunities in Port Moresby in 2018.²² In a survey of 304 users, 121 (40 per cent) reported increased knowledge on how to start or grow a business. Sixty-four women (21 per cent) reported that their businesses expanded due to their involvement with the centre. Twenty businesses use the Women's Business Resource Centre space as their main office.

Young Women's Associations in Bougainville established small businesses to fund their activities. The Buin Young Women's Association raised over PGK5,000 in 2018 by selling *bilums* and baskets. The Kieta Young Women's Association raised and sold chickens and made reusable hygiene pads, ice and lunch packs. The young women opened a bank account for the association. A young woman with an intellectual disability from the Kieta Association started a small market business.

The North Bougainville Young Women's Association implemented agriculture and livestock projects. Profits raised by the North Bougainville Young Women's Association enabled it to provide start-up capital of PGK300 each to three women for livelihood projects. They will do the same for a fourth group once the plans are approved. Other young women in Wakunai and Buin have started businesses in fishing, sea cucumbers, printing and photocopying, food processing and sales.

²¹ The public sector participants have been sponsored by the Justice Services and Stability for Development and the Public Sector Leadership and Reform Partnership programs.

²² *Pacific Women* funded activity. See Activity Summary 9.4 Creating an Entrepreneurial Ecosystem for Women in Papua New Guinea to enable women's economic empowerment.

FHI 360 and Pacific Adventist University partnered to conduct financial literacy and business skills training in *Kommuniti Lukautim Ol Meri* project communities in the Western Highlands. Papua New Guinea Microfinance Limited is engaged to provide savings, loans and support services for women and their families. The project supported 119 community members (95 women and 24 men) to open bank accounts and apply for loans to start small businesses in their communities. Sixty-five women account holders successfully lodged bank loan applications. By December 2018, 27 of them had secured loans.

The CARE Coffee project has piloted village savings and loans association models over the past 12 months. A village savings and loans association consists of 15 to 25 members who meet fortnightly to contribute savings to a group pool and borrow money for improving their livelihoods. A full cycle runs over 9–12 months, at the end of which a 'share out' takes place, in which all members receive back their share of savings plus anything extra that the group has earned as interest from loans taken out by group members. The project supported the establishment of 10 village savings and loans associations in Eastern Highlands. Three associations were formed for women only, three are men only associations and the remaining four associations included women and men. The membership is now 240 people (133 women and 107 men).

Six associations shared out savings with their members at the end of 12 months. Women reported using their share to expand small businesses. Some women added value to existing businesses by processing and packaging rice and purchasing coolers to store fish for sale at the markets. Some expanded their business to reach coastal markets and leased or purchased land, agricultural equipment or materials. Some women reported using their share for children's education and home improvements.

A review of the CARE Coffee project village savings and loans association pilot identified several successes, including high demand for associations, demonstrated increased financial knowledge and confidence, an emerging culture of saving among members, strong local ownership and a strong commitment by communities for the associations to continue after the pilot period. It also identified increased acceptance within families and communities of women as money managers and equal decision makers. However, it also identified several lessons and improvements to make before engaging in the next cycle. These include greater consideration of seasonal income cycles and the need to address counter-productive social pressures and provide more support to women's effective participation in association leadership.

Ginigoada Foundation PNG Inc (Ginigoada Foundation) secured six Public Motor Vehicle licences from the Road Traffic Authority to start a fare-to-ride women's-only bus service, 'M-Buses', in Port Moresby in 2018. The free-to-ride women and children-only bus services, '*Meri Seif* Buses' or 'MSB', expanded to new unserved communities. The bus services provide safe and secure transport for women and children to and from markets, work and school. *Sanap Wantaim* youth activists facilitate discussions during bus trips about the nature of women's work and non-traditional roles.²³ They share information about available services, including the Women's Business Resource Centre and the Family Support Centre.

Public and private sector partners have established policies, practices and programs that enable women's economic empowerment and safe working conditions for women

Business Coalition for Women member companies are implementing policies and practices that increase women's leadership and retention in the workplace. The Business Coalition for Women's Gender Smart Safety Resources are making working conditions safer for women. Those materials support companies to mitigate safety risks, particularly for women in non-traditional jobs and women working remote areas.

Bel isi PNG is a public-private partnership managed by Oil Search Foundation. The project aims to galvanise the private sector in partnership with government and civil society to play a transformational leadership role in changing attitudes to family and sexual violence and improve services for survivors. Within the first six months, nine companies have subscribed to *Bel isi PNG*. Subscription represents a commitment to

The Gender Smart Safety training and resources we received were practical and of a very high quality. As a result, we have incorporated gender equality into our safety management systems, perform audits, and identify and mitigate risks specific to women. We also made women's safety a KPI requirement.

Peter Callister, Sustainability Manager,
New Britain Palm Oil Ltd

²³ *Pacific Women* funded activity. See Activity Summary 10.6 Safe Public Transport for Women, Girls and Children.

be an employer of choice by making working conditions safe and actively addressing issues of family and sexual violence in the workplace, supporting staff survivors with case management services and, if necessary, emergency accommodation.

Koki Market now has safe, affordable and secure transit accommodation. The Koki Transit House manager has promoted safety standards, ensuring women and children staying at the transit house while undertaking market sales in Port Moresby are safe.

The Women's Business Resource Centre has partnered with other groups to increase access to training and business support for women with low literacy. Ginigoada Foundation delivered a workshop on adult literacy. The Papua New Guinea Institute of Banking and Business Management, Centre for Excellence in Financial Inclusion, UN Women, Oxfam, Femili PNG and the Business Coalition for Women have all supported women entrepreneurs using the Women's Business Resource Centre. The centre provides childcare for women attending training and members report that they attend because of its reputation of safety and openness to women of all backgrounds.

The Entrepreneurial Ecosystem project is working with four universities to develop or strengthen entrepreneurship curriculum for inclusion in courses. Pacific Adventist University will offer its curriculum in 2019. The university had 14 students registered for the new undergraduate double major in accounting and entrepreneurship by November 2018.

The CARE Coffee project has strengthened the capacity of community-based organisation partners to operate as businesses. Working with Model Farming Families and directly employing community-based service providers has strengthened the capacity of local farmers to guide improvements in farming practices.

Improving income and equality with family-based development approaches

CARE's Coffee Industry Support Project uses a **family-based approach** to improve the economic and social wellbeing of women coffee farmers in Papua New Guinea. Households where the women received training reported an **income from coffee** that was **22 per cent higher** than households where women did not receive training.²⁴

Family farming in Papua New Guinea is evolving as farmers shift from subsistence farming to income-generating farming. It can be challenging for families when traditional roles for women and men relating to farming and income generation change. Family-based approaches work jointly with wives, husbands and children to examine who is doing what and find ways of working together that share the workloads more equitably, where decisions and financial planning are made together as a family. Evidence is showing that combined with technical farming and financial literacy and business skills, these practices are increasing family productivity and incomes.

Family-based approaches explore issues of culture and gender and encourage women and men to treat each other fairly and respect each other's needs. Families develop skills to plan together and work toward joint goals. Activities help families to adopt a more business-like attitude to farming. Training recognises that farmers are adult learners with experience, and local knowledge is incorporated into the training.

Case story: Family Farm Teams project

The University of Canberra's Family Farm Teams project builds women's agricultural and business skills and knowledge as part of their family unit. The project assists families to plan and make decisions together. It encourages opportunities for women to have access to their own income and promotes the wider benefits of women having a voice within the family and community.

An evaluation of the project in the Highlands measured the extent to which financial decisions were being shared by women and men. Before participating in the training, most farmers said they did 'very little' decision making about money with their partners. Afterwards, a majority reported that they 'always' made joint decisions.²⁵

In addition, over 80 per cent reported that they now 'always' have enough food for the family. After participating in the Family Farm Teams training, one woman farmer shared:

'In the past I gardened mainly for family consumption. Now I garden to sell at the market. Food crops like corn, greens, cassava and sweet potato I sell here in Kwinkya. Other crops like peanut and mandarin I take to Mount Hagen to sell.'

Case Story: Coffee Industry Support Project

Coffee is a major source of farming income in Papua New Guinea, particularly in the Highlands. The CARE Coffee project supports coffee industry stakeholders to mainstream gender equity in their policies and practices. It increases women's access to extension services and – using a family-based approach – improves families' business approach to their farming.

'Before the training I used to hide money from my husband and never told him about how much I made from selling food at the market,' said a woman farmer. 'After the training, he tells me how much money he made from selling coffee and I do the same with garden food. Together we decide on how much should be spent on what.'

The project uses a family-based approach with marginalised farmers. Farming families in the project have diversified their income and have reported increased savings. Farmers and exporters reported increased yields and improved coffee quality. This has created opportunities for farming families to sell to the specialty market, which is gaining prominence and offers better prices.²⁶

²⁴ CARE. Business Case for Women's Economic Empowerment in the Coffee Industry in PNG, 2018.

²⁵ Pamphilon, Mikhailovich, Gwatirisa and Harri. Highlands Hub Report: Developing farming families through training and development activities, 2017.

²⁶ CARE International in PNG. Coffee Industry Support Project Mid-term Evaluation Report, 2017.

4.3 Violence prevention and response

In 2018–2019, *Pacific Women* funded 16 projects that primarily contributed to achieving the Violence Prevention and Response outcome. Three projects were extended after demonstrating good results. In addition to these 16 projects, five other projects contribute to achieving this outcome. Two of the research projects are focused on understanding and improving the community and state response to sorcery accusations to reduce acts of violence. A third will provide more detailed understanding of the use and efficacy of protection orders – a key tool in the implementation of the Family Protection legislation.

Projects are on track to achieve two of the three intermediate outcomes by 2019 and some progress has been made toward the third outcome. There is increased evidence in 2018 of communities acting to address and reduce violence against women. Quality services expanded as a result of establishing Learning, Empowerment and Protection centres to respond to the earthquake emergency in Southern Highlands. Partners have improved their tracking systems to monitor referrals of child sexual abuse, and have introduced protocols on managing the repatriation of survivors of sorcery accusation-related violence. Partners have increased their focus on accessing and supporting women with disability. In 2017, less than 20 per cent of partners reported working with people with disability. In 2018, 66 per cent of partners reported reaching people with disability.

Table 4 Progress toward violence prevention and response intermediate-term outcomes (2017–2019)

Key ● On track to achieve outcome ● Some progress made ● Not on track to achieve outcome

Violence Prevention and Response	
Women and girls, and men and boys, and communities act to address violence against women.	●
Quality services continue to expand and result in more survivors of violence accessing services and reporting violence when it occurs.	●
Legislative and policy reforms or practices that protect women and children from violence and protect human rights are implemented in the public and private sectors.	●

Women and girls, and men and boys, and communities act to address violence against women

Communities supported by *Pacific Women* partners have made significant progress to address violence against women.

An evaluation of three years of the Gender Justice and Healing project identified evidence of important positive changes in several communities in the districts of Bana, Siwai, Buin, Kieta, Selau and Haku in Bougainville. In two wards of Bana district, these changes are profound. There have been no killings related to sorcery accusations since 2015 and early intervention by women human rights defenders and male advocates ensured that seven people accused of sorcery were protected from violence and subsequently reconciled with their communities. Wife beating and child abuse and neglect are now less frequent. There has been a reduction in rates of teenage pregnancy and teenage marriages, and more couples are sharing childcare and household responsibilities.

Community members reported that since 2016 there has been less clan conflict and family and sexual violence in the Kopi and Motuna constituencies of Siwai. They attributed these changes to the district-level human rights committee formed by local women

Barola is the section of the Highlands Highway in Eastern Highlands Province that is notorious for roadblocks, accompanied by harassment, physical and sexual violence. Oxfam partner Kafe Urban Settlers Women's Association approached this issue head on. They organised two meetings for Barola community leaders of the Kainantu District. Community leaders representing the seven Barola clans identified ways to address the problem. As a result, five community leaders mobilised their communities and through a collaborative effort, Kanampa community leaders and youth apprehended eight gang members and took them to the police.

human rights defenders, male advocates and community counsellors. The committee considers that the key to change is providing counselling to those who perpetrate violence and other social problems. They have extended training on family and sexual violence, gender and human rights and peace building and trauma counselling to the executive of the district government and to many villages, working through church groups, traditional leaders and family and clan networks. In Buin District, the safe house has experienced a significant increase in demand for its services, in part due to male chiefs bringing women and girls to receive help.

In the Highlands region, Oxfam and Kafe Urban Settlers Women's Association met with police to enable the reintegration of a sorcery accusation-related violence victim to Enga. The Enga Provincial Police Commander, in making a commitment to manage sorcery accusation-related violence cases in his province, instructed that an interim protection order be issued to the community before the survivor was reintegrated into her community.

Community members and leaders from Konamempi in Eastern Highlands have committed to participate in Oxfam's prevention of violence project, which uses a community trauma and healing-based approach. The community built a training venue as their contribution to the project and developed community by-laws to address gambling, alcohol and domestic violence. There has been a very strong response by community leaders, provincial administrators, local civil society and faith based organisations to the SASA! pilot. In the three urban sites of Hannuabada, Kaugere and Morata in the National Capital District, 96 community leaders (31 women and 65 men) signed public Partnership Certificate banners committing their communities to the creation of a 'new normal' that prevents violence against women. In March 2019, 125 community activists completed a four-day training workshop on strategies and tools to support their communities to achieve this new normal.

The research into the impacts and scalability of the family-based approaches used in the Family Farm Teams and CARE Coffee projects found that the lack of shared decision making around spending of money within households is a trigger for violence among couples. The family-based focus on communication, decision making and setting shared family financial goals is reducing some of the triggers of violence within families. All Papua New Guinea partners organised activities to mark the 20 Days of Human Rights Activism. The *Bel isi PNG* walk to raise awareness on the elimination of violence against women drew strong support from the private and public sectors. The National Capital District Governor, Papua New Guinea Defence Force head, the Police Commissioner, the Commissioner General of Taxation and high-profile rugby league players Corey Parker from Brisbane Broncos and Cathy Neap from the Papua New Guinea Orchids, attended. UN Women's *Sanap Wantaim* activists coordinated events. UN Women launched the 'My Dream' song composed and sung by Jobecca Watinga and the Marienville Girls School Choir. The *Sanap Wantaim* school activity resulted in primary school age children becoming campaign activists.

In Bougainville, the Young Women's Leadership Project organised a walk to mark Human Rights Defenders' Day and International Day for People with Disabilities. The event was supported by CARE, the International Foundation for Election Systems, UN Women, law and justice agencies, UNDP, Save the Children, local women's development organisation *Leitana Nehan* and the Department of Community Development.

Quality services continue to expand and result in more survivors of violence accessing services and reporting violence when it occurs

Fourteen projects are contributing to service improvements for survivors of violence. A greater number of women and girls are accessing services, with 6,498 women and girls accessing services in 2018 compared with 944 the same reporting period last year. The significant increase is due to the prioritisation of emergency services to women and children in the aftermath of the earthquake in Southern Highlands and Hela provinces.²⁷ In recognition that humanitarian disasters disproportionately impact women and girls and of the need to reduce the risks of exploitation and abuse, UN Women established 10 Learning, Empowerment and Protection centres near local health centres and church missions, and UNICEF set up Child Friendly Spaces. Over the course of the disaster response, 485 people (331 women and 154 men) accessed sexual and reproductive health and gender-based violence services, 3,600 women and girls received reproductive health and dignity kits, including 100 rape kits, and trained child protection counsellors

²⁷ Pacific Women funded activity. See Activity Summary 10.13 *Gutpela Sindaun bilong ol Meri na Pikinini*.

followed up on 67 cases of reported child abuse and provided structured learning and psychosocial support to 109 children (47 girls and 62 boys) at risk of physical and sexual abuse. UN Women has successfully obtained additional UN peace building funding which will enable the continuation of the Learning, Empowerment and Protection centres and network of 110 community mobilisers (72 women and 38 men) for a further 18 months.

Partners including FHI 360, Femili PNG and the Nazareth Centre for Rehabilitation have both increased the availability and quality of medical, legal, accommodation, case management and justice services for survivors of violence. Outreach with communities, private sector and through sub-urban health and police posts means that Femili PNG's Family and Sexual Violence Case Management Centre in Lae receives referrals from a diversified mix of sources and was managing an average of 45 new or re-opened cases per month. This is well above their target of 38 new cases per month.

FHI 360's support to Family Support Centres expanded from Western Highlands and West Sepik provinces to include Maprik in East Sepik province. The rate of survivors who are accessing Family Support Centres to start post-exposure prophylaxis within 72 hours of rape is increasing over the life of the project. This indicates that messaging on the importance of accessing health services within 72 hours of sexual violence is being taken up by communities and service providers, specifically the police.

The Nazareth Centre for Rehabilitation has opened a third men's hub in Mabiri, to support the Juvenile Justice Centre. The Nazareth Centre provides safe houses, access to justice services and medical referrals in all three regions of Bougainville, as well as counselling services targeting both men and women. The three-year evaluation found that the Nazareth Centre has additionally trained 304 counsellors (203 women human rights defenders and 101 male advocates) working directly in communities to extend the network of care and referral to more women and men.

As part of the integrated maternal health patrol, *Mamayo* supported the provincial government's polio vaccination patrol in Lufa District, Eastern Highlands in October 2018. This followed the declaration of a health emergency due to the outbreak of polio. In addition to logistics support, CARE's trained nursing staff participated and provided 1,249 children aged under 15 with polio vaccinations and 141 adults (96 women and 45 men) with basic outpatient care including family planning counselling and antenatal care.

The *Bel isi PNG* initiative has added a new safe house to Port Moresby and opened a new case management centre operated by Femili PNG. In the first three months of service, 45 clients, including nine referred by subscribing companies, were helped, including 17 clients accessing the safe house. Femili PNG is working closely with the National Capital District Family and Sexual Violence Action Committee Secretariat to improve the outcomes for clients through increased coordination between service providers. The *Bel isi PNG* initiative also raises funds to support other safe houses in Port Moresby. The *Bel isi PNG* safe house and case management centre are accessible for people with a disability.

In the past year, partners have significantly strengthened their disability inclusion and have improved their assessment and mitigation of child protection risks relating to their work through thorough community sensitisation and baseline data collection exercises. *Mamayo* have ensured that all 16 new project staff were screened during recruitment. The new staff have undergone training in protection from sexual abuse and exploitation, including child sexual abuse and exploitation, and have signed codes of conduct clearly identifying behaviour expectations and consequences of breaches. The lead project design and management staff went through disability inclusion sensitisation training. Key recommendations taken up in the project are to include sessions on how to work with people living with disability in the new Community Leadership and Village Health Volunteer training manuals. This will include information on relevant laws and rights and the project will develop a referral pathway for persons living with disability with information on assistance for families. The new referral pathway document will be shared with health facility staff, the community and the Village Health Volunteers. The *Kisim Femili Plenin* project amended its training delivery methods after administering the Washington Group questions to training participants. The survey identified that several participants had hearing and visual impairments. Training now includes visual guides and more activities.

Legislative and policy reforms or practices that protect women and children from violence and protect human rights are implemented in the public and private sectors

Pacific Women outcomes align with the Government of Papua New Guinea and Autonomous Bougainville Government priorities. *Pacific Women* partners are implementing legislative and policy reforms to protect women and children from violence and protect human rights. They are working with police and others to implement the Family Protection Act and the *Lukautim Pikinini Act* (relating to child welfare), the Sorcery Accusation Related Violence National Action Plan and the National Gender Based Violence Strategy.²⁸

However, significant challenges remain. The National Gender Based Violence Secretariat is still yet to be established under the National Gender Based Violence Strategy. It is still time consuming and sometimes difficult to obtain interim protection orders and there are very limited numbers of gazetted Child Protection Officers and services specifically addressing child survivor needs. There is very limited funding available from the Government of Papua New Guinea.

UN Women developed a code of conduct for humanitarian workers responding to the Highlands earthquakes in February 2018. The code of conduct made clear the behaviour expectations and required all workers to commit to prevent sexual exploitation and abuse. The Secretary of the Department of Community Development and Religion endorsed the code and 200 humanitarian workers were verbally briefed and signed the code. This can be used as a model for similar codes of conduct, and can be rolled out during future emergency responses. A response system was established, and reminders were communicated via SMS messages.

The Highlands Women Human Rights Defenders Movement has persistently lobbied for the establishment a Human Rights Commission. In 2018, the Kafe Urban Settlers Women's Association, Highlands Women Human Rights Defenders Movement and others produced a Human Rights Report that was presented to the Government of Papua New Guinea. The Prime Ministerial endorsement of a Human Rights Commission in 2019 was recognition of their persistent efforts and courageous work over many years to protect women and girls' human rights.

Both the Business Coalition for Women and the *Bel isi PNG* initiative are working with private sector companies to introduce and strengthen workplace policies and practices that increase women's safety from violence. Businesses are supported to address issues of family and sexual violence in the workplace and to reduce sexual harassment in the workplace. In 2018, the Business Coalition for Women conducted an education session for 55 member staff (29 women and 26 men) on sexual harassment, workplace laws and workplace policies and procedures. It trained seven public and private sector staff on what sexual harassment is and how to respond to it using a workplace policy. Participants were supported to adapt the Business Coalition for Women Anti-Sexual Harassment Policy and develop a policy implementation schedule.

4.4 Enhanced knowledge and understanding

In 2018–2019, *Pacific Women* funded six dedicated research projects. Three finished in the reporting period and one started. In addition, most partners contribute to achieving this outcome by consistently collecting and analysing data to inform strategies and programs. *Pacific Women* supports regular 'lunch and learn' events and an Annual Learning Workshop to strengthen links between *Pacific Women* partners and a range of stakeholders including government agencies and other development programs. These events share research, learnings, tools and resources to promote gender equality in Papua New Guinea. The program is on track to achieve the Enhanced Knowledge and Understanding intermediate outcomes by 2019.

²⁸ Papua New Guinea National Strategy to Prevent and Respond to Gender Based Violence 2016–2025.

Table 5 Progress toward enhanced knowledge and understanding intermediate-term outcomes (2017–2019)

Key ● On track to achieve outcome ● Some progress made ● Not on track to achieve outcome

Enhanced Knowledge and Understanding	
Evidence about gender inequality and discrimination, causes of violence and drivers of change in Papua New Guinea is widely disseminated and used to enhance program planning.	●
There is increased availability of information and training to support women's leadership, economic empowerment, prevention of family and sexual violence, and improve service delivery.	●
Innovative approaches that improve women's lives trialled through <i>Pacific Women</i> are taken up by other Australian investments.	●

Evidence about gender inequality and discrimination, causes of violence and drivers of change in Papua New Guinea is widely disseminated and used to enhance program planning

Partners used multiple strategies to share evidence with target communities, service providers, decision makers and schools. Community-based human rights mobilisers, male advocates, project staff and volunteers used evidence when they talk to communities about laws and penalties. The Business Coalition for Women and Oil Search Foundation use data to raise awareness with businesses about the costs of family violence to encourage them to introduce family and sexual workplace policies and to subscribe to the *Bel isi PNG* initiative.

Project data is used to inform research as well as programming. The Australian National University used Femili PNG's project data to inform its pilot research on the efficacy of family protection orders. Partners use data to inform programming and share expertise across projects. Western Highlands Province Family Support Centre data showed an increased number of children reporting sexual violence over a six-year period. The Family Support Centre used the data to develop strategies for child protection in primary schools.

UNICEF's Parenting for Child Development pilot showed the project led to statistically significant reductions in parents' reports of harsh parenting practices. It also showed reductions in reports of violence by a spouse. Close examination of participation and the low attrition rates during the pilot allowed the team to refine the process within the pilot in different locations and to develop the rollout plans.

Oxfam incorporated Queensland University of Technology's digital stories into its *Inap Nau* campaign. CARE incorporated women's economic empowerment strategies developed through the CARE Coffee project into its *Mamayo* project. Findings from FHI 360's *Kommuniti Lukautim Oi Meri* project have informed its *Kisim Femili Plenin* project on the integration of gender-based violence and sexual reproductive health focused on adolescents and young women and men.

In 2018, there is increased evidence of *Pacific Women* projects influencing the design of government programs. The Road Traffic Authority endorsed the UN Women's Gender and Transport Study. The Road Traffic Authority has committed to implementing the recommendations, which includes having women's interests and needs represented in decision making and planning in the sector. UN Women's Safety Audit of Port Moresby mapped women's safety in public areas. It particularly looked at sexual violence. The National Capital District Commission invited UN Women to be a partner and member of the technical committee for the Settlement to Suburb Upgrading project. FHI 360's work on promoting inclusion of people with disability in Aitape-Lumi District in West Sepik Province influenced the District Administration to incorporate inclusion strategies in its five-year district development plan.

All new *Pacific Women* projects collect robust baseline data as a condition of their grants. This allows more in-depth evaluation of each project's impact in the coming years. For example, FHI 360 conducted a follow-up Family Wellbeing survey in West Sepik and Western Highlands communities looking at changes in knowledge, attitudes and behaviours after three years of the project. The comparison indicates changes in the Western Highlands in key areas including the reported incidence of violence in the last 12 months and in increased accessing of medical assistance within the first 72 hours of any sexual violence to prevent HIV transmissions. The survey also shows slow or no change in West Sepik which raises questions about the social and cultural differences between these two project locations and implementation.

Partners have improved their collection of disability data to increase the participation of people with disability in project activities. Partner reporting on people with disability has improved in the past year.

There is increased availability of information and training to support women’s leadership, economic empowerment, prevention of family and sexual violence, and improve service delivery

Most projects have contributed to building knowledge and evidence about women’s empowerment, women’s leadership and family and sexual violence.

Seventeen *Pacific Women* projects in Papua New Guinea have developed materials, approaches and processes that are effective in low literacy contexts. UNICEF developed Parenting for Child Development materials for adult learners with low literacy. The materials are designed to be used by facilitators who do not have professional education or training and for whom English is a second or third language. Population Services International’s adaptation of the *SASA!* materials has considered people with low literacy. Queensland University of Technology uses digital tools to engage communities to tell their stories using creative media. The CARE Coffee training materials and family farms resources are designed for people with low literacy. The games-based financial literacy modules developed by Pacific Adventist University ensure that key business concepts can be experienced and easily understood.

Partners share research, toolkits and other resources online as well as through training. Nazareth Centre for Rehabilitation shared its Gender Justice and Human Rights Toolkit with visiting church groups interested in doing more to support survivors of violence. The Family Farm Teams manuals have been shared widely including through training of trainers’ workshops and on the website. The [website](#) now includes lists of registered trainers. Partners shared resources at *Pacific Women* ‘lunch and learn’ events and the Annual Learning Workshop in 2018. Partners have posted resources on their websites as well the [Pacific Women website](#).

Most *Pacific Women* partners have a focus on capacity building. For example, the Australian National University research training program is building the skills of Papua New Guinea researchers. The Women in Leadership Support Program trains intending candidates on how to engage with the government and conduct effective campaigns. Annex 5 outlines all the programs that work with individuals as well as local organisations.

Partners conduct outreach training with communities, churches, private sector organisations and schools. *Pacific Women* collects learnings from its partners and shares it with others. FHI 360 and Pacific Adventist University worked together to conduct Family Farm Teams and financial literacy and business skills training in four communities in Western Highlands Province. The work of the Parenting for Child Development project with the Catholic Church has generated interest from the other six mainline churches to implement the project as well as other Catholic dioceses.

Innovative approaches that improve women’s lives trialled through *Pacific Women* are taken up by other Australian investments

There is evidence this year that good practices, successful approaches and learnings trialled through *Pacific Women* are being taken up by other Australian investments. The UN Women Safe City in Port Moresby project demonstrated the value of establishing women vendors’ associations and designing gender-sensitive infrastructure. The Port Moresby experience attracted interest from members of Parliament and donors. The project indicated that appropriate and consultative design of public infrastructure facilitates behaviour change in public spaces. It contributes to a safer environment for women and girls, which has the potential to promote women’s economic empowerment and create a safe city for all. With support from the Australian Government’s Gender Equality Fund, Safe and Prosperous Districts projects have been designed for Sepik, Lae and Buin. The Australian High Commission’s Subnational Program is considering supporting the project in the Sepik region.

The University of Canberra’s Family Farm Teams approach has been tested, refined and evaluated with *Pacific Women* and ACIAR funding. This and CARE’s family-based approaches have been incorporated into other Australian investments that support women’s economic empowerment and private sector development.

The District adviser has rolled out Family Farm Teams training, in Nuku, West Sepik over the past 12 months.

There is evidence that approaches and research from *Pacific Women* are informing Government of Papua New Guinea programs, policies and practices. The new Markets for Village Farmers project (*Maket Bilong Vilis Fama* International Fund for Agriculture Development project)²⁹ will train 23,000 farming households in family-based approaches. This explicitly draws on CARE's Family Business Management Training and the University of Canberra's Family Team approaches.

The Coffee Industry Corporation has incorporated CARE's organisational strengthening training into its extension workers curriculum. The agriculture teacher professional learning modules for primary school trainees developed through the Family Farm Teams project has been tested in New Ireland, East New Britain and Port Moresby. In July 2019, the New Ireland Department of Education and Our Lady of Sacred Heart School in Kavieng will work with the project to conduct training for New Ireland schools.³⁰

The Government of Papua New Guinea has requested UN Women review the Informal Economy Policy to include lessons and learning from the market vendor associations in the policy and knowledge of how to grow the informal economy. This provides an opportunity to influence the policy to include plans, budgets and processes to ensure women's interests and needs are represented and considered.

Civil society organisations and non-government organisations have taken up the University of Canberra's Family Farm Teams approach and implemented it in their project sites without *Pacific Women* funds. This has expanded the reach to Jiwaka through Voice for Change, Western Highlands Province through Baptist Union Papua New Guinea and Oxfam through its women's economic empowerment program. The Young Women Leadership Project has conducted training on good governance and leadership with other International Women Development Agency partners under their Women's Action for Voice and Empowerment in Wide Bay in East New Britain.

Learning from *Pacific Women* projects has enabled partners to expand their approaches. Oxfam received funding from the World Bank based on evidence collected through its *Pacific Women*-funded project. There is interest in replicating the Center for International Private Enterprise's work, particularly the Women's Business Resource Centre model, in Afghanistan and Fiji.

There is also evidence of learning and sharing between *Pacific Women* partners. FHI 360 partnered with Pacific Adventist University to introduce the games-based financial literacy and business skills training in its *Kommuniti Lukautim Ol Meri* project communities. In Bougainville, young leaders were trained in the Family Farm Teams approach by the Women in Mining project officer, and two young women facilitators from the Young Women's Leadership project conducted *Gud Disisons*, *Gud Lidasip* training for young women in the seven mine impact communities. Tsak Valley women and men involved in the *Kirapim Kaikai na Maket* project travelled to Goroka to undertake the Family Business Management Training delivered by the CARE Coffee project team in 2018.

5 Lessons Learned

5.1 Supporting the Government's priorities to promote sustainable change

The *Pacific Women* program aligns with and supports the Government of Papua New Guinea's development priorities and national and regional gender equality commitments. The Government's gender equality commitments are not matched by its -committed resources. Coordinated effort from Government and development partners is required to achieve intended outcomes.

Pacific Women's regular 'lunch and learn' events, the Annual Learning Workshop and other networking opportunities are resulting in sharing of research and learnings, improved coordination and strengthening

²⁹ The International Fund for Agricultural Development project is valued at US\$29.56 million over six years and is financed through a loan with the Government of Papua New Guinea.

³⁰ This additional work is being funded by ACIAR.

links between a range of stakeholders engaged in women's leadership, women's economic empowerment and preventing and responding to violence against women.

5.2 Change is not only possible, it is happening

Pacific Women projects are providing evidence of change in challenging areas. *Pacific Women* partners are contributing to improvements in the quality of services and support for survivors of violence. There are steady increases in the number of people in Western Highlands accessing medical support from the Family Support Centres within 72 hours of experiencing sexual violence and a reduction in the incidence of sexual or physical violence in the last 12 months. In Lae, there are more interim protection orders being applied for, higher numbers are being issued and the time required to issue them has been reduced.

The family-based approaches in farming are resulting in more equitable workloads, improved communication within families, financial goal setting for families resulting in reduced triggers for violence and improved incomes and family wellbeing. Private sector companies are investing in women as employers, suppliers and customers. They are introducing workplace policies and practices to increase women's safety and increasing women's access to extension services. They are doing this because it is good for their business.

It is important to reflect on these changes when population-level statistics remain stubbornly difficult to measure or shift. Seeing successful approaches and positive changes motivates others. As the evidence base grows stronger, these positive behaviours need to be shared with broader audiences.

5.3 It is worth investing in the development and testing of materials for use in low literacy contexts

The focus on high quality research and the routine collection and use of robust data has strengthened the effectiveness of *Pacific Women* partners' work. Partners have invested in the development and testing of materials that effectively communicate key messages and new skills to communities with relatively low levels of literacy. This process requires time and resources. It includes developing contextualised picture-based materials, using experiential learning and role plays, and/or games-based training methods, and the use of digital and creative arts to promote social change and lots of personal interactions.

The University of Canberra team identified that there were many often-used English terms in agricultural training manuals that are difficult to translate into *Tok Pisin*. Following extensive consultation and work with village community educators, the team updated its regional manuals for village community educators to remove terms that cannot be easily translated into *Tok Pisin*. They have developed a glossary of regularly used English training terms with descriptions of their meaning with the multilingual Papua New Guinean reader and local trainer in mind. These approaches ensure a more effective transfer of meaning between trainers, local facilitators and communities.

5.4 All development efforts need to acknowledge the context of violence and to support their staff

The prevalence of family and sexual violence in Papua New Guinea is high. The Do No Harm research demonstrated that increasing women's access to resources or income does not reduce her risk of violence or ensure increased family livelihoods. Indeed, it often increases the burden on women.

Acceptance of high levels of violence limits women's participation in the formal economy and leadership roles. Therefore, the prevention of violence is integral to the achievement of women's economic empowerment and women's leadership. All development efforts need to acknowledge this context. Most women participating in and benefiting from development interventions will experience violence or face the risk of violence.

Project designs need to assess and mitigate known barriers to women's participation and risk factors for violence. Project staff need to be sensitised to how gender roles impact women and men. Projects need to

ensure that staff are aware of local services and services providers available for survivors of violence and need to promote positive gender and social norms.

5.5 Working with young people provides opportunities to change attitudes at formative stages

The Young Women's Leadership Project empowered young women to take up leadership roles in their communities. They established community-based associations and small businesses. The willingness of the Bougainville Women's Federation district associations and executives to make room for these young women is very encouraging.

The personal growth of *Sanap Wantaim* youth advocates, trained by and employed through the Safe Public Transport project and their success as peer influences is inspiring. They are now leading regular gender-based violence awareness and community engagement sessions in schools, markets, communities and on the *Meri Seif Bus* (women and children only buses).

The tangible behavioural changes in students involved in the Gender Justice and Healing school-based program towards each other, their teachers and themselves is heartening. *Pacific Women* should continue to invest in young women and men to shape their attitudes and to use their energy to change and make their communities better.

5.6 The sum of the program is greater than its component parts

Pacific Women's efforts to share learnings, resources and to encourage projects to focus on more than one outcome is strengthening the outcomes for beneficiaries. More than half of the projects address more than one outcome and there is substantial evidence of partners acting together for change.³¹ For example, UN Women's Safe City project works to improve public safety, has strengthened women market vendors' leadership, and has put in place systems and provided skills building that contribute to women's economic advancement. The Young Women's Leadership Project focuses on leadership and has provided financial literacy and business skills trainings. As a result, many young women have started their own livelihoods projects and fundraising work building the participants' status and confidence in their communities.

Pacific Women partners are sharing learnings between projects that improve services, policies and practices. The *Gud Disisons, Gud Lidasip* training adapted through the Young Women's Leadership Project has been shared with other groups, inspiring their own young women's projects. Young women trainers are now facilitating training for other projects and organisations.

5.7 Sustainable change depends a lot on relationships and trust

Pacific Women partners demonstrating changes have developed relationships of trust with community leaders, local government partners, and other service providers and stakeholders. These relationships take time to develop. They require working with and through networks of local community members, whose skills and knowledge can be built over time and with regular engagement. Women human rights defenders utilise existing relationships and local knowledge to engage with members of their communities on issues related to gender equality and gender-based violence.

Successful approaches create community ownership. Women human rights defenders can engage in ways that work in their community and which consider community needs. Partners take time to listen and learn about communities and share what they have learnt. They publicly enter into formal agreements with communities, which make clear each party's roles and responsibilities. The more successful these approaches, the more trust is built, the more understanding of the reasons and benefits of change, and the more interest in being involved.

³¹ This was a finding of the Papua New Guinea Second Country Plan Mid-Term Review review in 2017. The 2018 reports show a significant increase in examples of partners working together.

The long-term engagement by Oxfam and local legitimacy of the Kafe Urban Settlers Women’s Association in the Eastern Highlands prompted Konamempi community members and leaders to commit to taking part in the new trauma-based healing prevention initiative. The community built a training venue as their contribution to the project and developed community by-laws to address gambling, alcohol and domestic violence. This level of buy-in at the outset is an important precursor to sustainable change. It is difficult to achieve sustainability within short implementation timeframes.

The ten-year timeframe of the *Pacific Women* program and the principle of continuing to support successful and trusted partners are crucial underpinning factors for the Papua New Guinea program. In the final three years, it will be important to continue working with partners and with approaches that show promise, and to invest in identifying what makes these approaches successful.

6 Ongoing challenges and risks

6.1 Taking successful approaches to scale

Identifying ways to take successful approaches to scale while maintaining fidelity and quality is a significant challenge. Many successful approaches involve working deeply and over time with communities. Training materials are typically not certified and the organisations developing the materials are not registered training organisations. The Communication Strategies for Social Change project has demonstrated that digital storytelling can elicit empathy and a willingness to explore new alternative behaviours in the audience. A skilled facilitator is required to encourage individuals and communities to reflect on their attitudes and behaviour. There are physical, psychological and efficacy risks if follow up discussion are not facilitated by individuals with knowledge and connections to appropriate service providers.

The Parenting for Child Development program has been developed so it can be delivered by trained teams of community volunteers and is supported by the church, local government, schools, counsellors and others in each community. The resources are in English and *Tok Pisin*. Groups are run in *Tok Pisin* or *Tok Ples*. Community volunteers are not experts in child development; it is therefore important that the quality of their facilitation and their understanding of the materials is regularly monitored. It is also important to evaluate and analyse the parents’ responses to training, to ensure that the positive changes demonstrated in the pilot are achieved as the project is delivered to more communities.

Options to be explored in the next year include the certification of training materials and recognition of project trainers. For example, the Family Farm Teams have a list of registered trainers on their [project website](#). The University of Canberra will explore accreditation of the Family Farm Team trainers under the Community Development Workers standards and will look to develop a village community educators’ national network. A similar approach may be possible with the Communicating the Law Toolkit using the Highlands Women Human Rights Defenders Movement.

6.2 Child specific services are needed

Pacific Women partners and stakeholders have consistently identified the urgent need for child specific services throughout Papua New Guinea. The numbers of children accessing medical and case management services of *Pacific Women* partners is high and clients are getting younger.

The needs of child survivors of sexual and physical violence differ from adult survivors. Yet there are almost no specific services available for children. Qualified counselling services are in limited supply across the country and there are few gazetted Child Protection Officers as required by the *Lukautim Pikinini Act 2015*. The *Pacific Women* program is not designed to address the specific needs of child survivors of violence and has limited resources to dedicate to this important gap. *Pacific Women* is supporting funded partners to improve their own consideration of child protection risks during programming. The program also creates opportunities for the Government of Papua New Guinea to share information with stakeholders about the law and implementation actions, and to hear from partners about the challenges they face in their communities.

Pacific Women partners continue to explore other ways to serve child survivors. For example, prevention activities in school; raising the awareness of students and teachers about child abuse and safety; and raising awareness with teachers and parents of sexual and gender-based violence and available services. Some Family Support Centres have moved to make their centres more welcoming and appropriate for child clients. Femili PNG has established a system to formally document and track the support provided to children through referral pathways. Oxfam has developed repatriation protocols for managing child victims of sorcery accusation-related violence.

6.3 Recognising and protecting human rights defenders

The safety, recognition and sustainability of women human rights defenders and male advocates remains a challenge. These women and men often put themselves in danger by stepping in to help survivors of violence or those accused of sorcery. In the coming year, *Pacific Women* partners will look for ways to raise the profile of local human rights defender organisations via social media and help them receive donations. In Bougainville, the Gender Justice and Healing project is exploring ways to provide economic support to the volunteer women human rights defenders. *Pacific Women* is promoting networking opportunities between human rights associations in different parts of Papua New Guinea.

7 Regional activities

The following *Pacific Women* regional activities are relevant to Papua New Guinea.

The *Pacific Women* Advisory Group on Research oversees implementation of the *Pacific Women* Research Strategy 2017–2022. It consists of 10 representatives from the gender research community in the Pacific, the Pacific Community (formerly SPC) and DFAT.

Key achievements for the Advisory Group on Research during 2018 include: establishing selection criteria and ethical standards for research projects funded by *Pacific Women*; completing a scoping study for developing a Pacific gender research portal; and research on adolescent sexual and reproductive health in the Pacific. Priority activities for the year ahead include: small scale research and capacity building on the connections between women's participation in the economy and women's empowerment; surveying Pacific gender research capacity building activities in the Pacific; and the design of Pacific-based research on sexual harassment in the workplace.

Pacific Girl is a \$3.3 million multi-country program that supports adolescent girls from Pacific Island Countries achieve their full potential. With grants commencing mid-2019, Pacific Girl partners will equip adolescent girls to make informed decisions, while engaging with the boys, parents, carers and communities in their lives to build more supportive environments. Pacific Girl will fund projects with selected civil society organisations in Pacific Island Countries that work with adolescents. Equal Playing Field, a local Papua New Guinean organisation will be part of the Pacific Girl network.

Pacific Women recognises the principle of 'nothing about us without us' and seeks to address the underrepresentation of adolescent girls in decisions which affect them, including through involving adolescent girls in program design and delivery.

The ***Pacific Women* Monitoring, Evaluation and Learning Framework** guides the program, countries and implementing partners in carrying out assessments of progress towards outcomes.³² The program's revised monitoring and evaluation system includes: a *Pacific Women* database; *Pacific Women* program reporting; a *Pacific Women* value for money rubric; a country reflection and planning workshop methodology; and a toolkit for monitoring and evaluation data collection. These are available on the [Pacific Women website](#) for access by program partners.

In August 2018, *Pacific Women* conducted a **cash transfer workshop**. Participants included representatives from women's crisis centres in Fiji, Tonga and Vanuatu, UN Women, the Pacific Financial Inclusion Program,

³² The Papua New Guinea Monitoring, Evaluation and Learning Framework aligns with the revised *Pacific Women* Program Monitoring, Evaluation Learning Framework dated November 2017.

DFAT, the *Pacific Women* Research Advisory Group and the Support Unit. Further exploration of the concept and risks is ongoing. The Tonga Women’s Crisis Centre and Vanuatu Women’s Crisis Centre expressed interest in managing a pilot, with counselling services as an entry point for the program.

8 Outcome 1 – Women’s Leadership and Influence

Structure of activity reporting

Sections eight through 11 provide a summary of each of *Pacific Women*’s implementing activities in Papua New Guinea, categorised under each of the four outcomes. Activities are listed in the order they began in Papua New Guinea. The summaries provide an overview and list the aims and objectives of each project, as well as the cumulative outcomes to date.

Key activities planned by partners for January–June 2019 (and reported by partners in December 2018) are outlined. Key lessons identified by implementing partners and the main barriers they encountered are also included.

8.1 Inclusive development in post-conflict Bougainville

Project Partner:	World Bank
Total Funding:	\$5,200,000
Funding Timeframe:	March 2011–December 2018 (2 phases)
Funding Sources:	US\$2,500,000 (World Bank, Phase 1: March 2011–March 2015) \$2,500,000 (<i>Pacific Women</i> Papua New Guinea, Phase 2: April 2015–December 2018)

Overview

Inclusive Development in post-conflict Bougainville (Inclusive Development) was a community-driven development project that aimed to increase women’s decision making and influence at the community level and improve social development. The World Bank, in partnership with the Autonomous Bougainville Government’s Department of Community Development, managed the project. *Pacific Women* funded an evaluation of Phase 1 and funded Phase 2.

Phase 2 of the project provided 85 block grants to remote and rural women’s groups for community infrastructure at the village level, such as water supply systems, local markets and resource centres. Decisions about funding were made through Councils of Elders (community-level government), which included women’s representatives. This ensured women not only benefited directly from grants but were involved in decision making with traditional local leaders. The project also supported women’s advocacy on local needs and issues.

The project contributed to achieving Goal 3.5 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to provide equal opportunity for all to participate in, and benefit from development. In particular, it contributed to strategy 3.5.17 to establish measures to increase the number of women in leadership / management and decision making.

Aims and objectives

The project aimed to increase women’s decision making and influence at the community level.

Project objectives included:

- More women in decision making at the local level, leading to changes in social norms concerning women’s leadership.
- Better targeted local economic infrastructure through women’s participation.
- Training for local women’s groups to enable them to manage their own affairs and advocate issues to government effectively.

Cumulative outcomes to date

The estimated number of beneficiaries was 51,642. Women's groups were trained in participatory planning and management and then prepared proposals for community projects, which required a 10 per cent in-kind contribution. Successful projects were funded through a grants scheme. In total, the project funded 126 projects across all 43 community government areas in Bougainville. This included 85 projects funded under Phase 2.

Grants have been used to build water supply and sanitation systems, community resource centres, classrooms, aid posts and feeder roads. Grants have also supported awareness and literacy on village birth attendance, tailoring, and arts and crafts skills training.

Since 2015, the project has conducted training for 630 participants (443 women and 187 men). Most of the men were community government representatives including chairpersons, village chiefs and young men.

Leadership of these community projects has provided pathways to political leadership. In 2017, 23 Inclusive Development project executives were elected ward representatives. Two are community government chairpersons.

Local communities have benefited significantly from the projects. In a beneficiary survey conducted in late 2018, 82 per cent of villages in which grants were implemented reported a significant positive change in their perception of the role of women in their community. The Phase 1 water supply projects have led to a reduction of waterborne diseases and improved health for community members. Travelling time in search of clean, safe drinking and cooking water has been greatly reduced. There are numerous examples of the resource centres built through the project being used by the women's groups to generate income or acting as a hub for collective activities.

The Hatokaweasel Resource Centre is used as a place for meetings, training and accommodation. It is also an information hub for the Buka District. The women's cocoa nurseries continue to benefit those interested in cacao farming. The Centre's micro-bank savings account is still operational and has over PGK10,000 in savings, greatly assisting women to pay school fees.

The Korikunu Women's Resource Centre in Siwai District continues to implement eco-tourism projects. The women have ventured into peanut farming and have entered a lease-back agreement with investors to turn part of the traditional land into commercial agricultural farmland.

The Wasinobous group in the Tinputz District in North Bougainville has established a successful handicrafts project. They have saved money from the sale of handicrafts and built a resource centre which they use for meetings and capacity building programs. It provides a storage area for women's handicrafts while awaiting transport to go to market.

The project contributed to *Pacific Women* Papua New Guinea's intermediate-term outcome of more women and girls undertaking leadership roles and influencing decision making at community level, at local and national government levels and in the private sector.

Lessons learned

The traditional leadership roles of elders and village chiefs must be respected. Their involvement in project appraisal and monitoring improved their understanding of the project overall. It improved support for women's leadership roles in planning and implementing these community projects.

Women's groups participated in training, especially financial management, prior to the disbursement of funds. This significantly improved compliance with procurement processes, correct financial acquittals and implementation timeframes.

Main barriers

Due to a shortfall in funding received from the national government, the counterpart Autonomous Bougainville Government commitment of PGK2 million was not received.

8.2 Young Women’s Leadership Project

Project Partner:	International Women’s Development Agency in partnership with the Bougainville Women’s Federation
Total Funding:	\$1,402,906
Funding Timeframe:	January 2016–December 2018
Funding Sources:	\$1,004,938.50 (<i>Pacific Women Papua New Guinea</i>) \$397,967.50 (Australian Government’s Bougainville Program)

Overview

The Young Women’s Leadership Project built on the findings of a 2014 study conducted by the Bougainville Women’s Federation and International Women’s Development Agency with support from the Australian National University. The study looked at the barriers, issues, and needs impacting young women’s leadership in Bougainville. The project also draws on lessons from a 2015 North Bougainville pilot project.

The project identified young women from South and Central Bougainville for training and mentoring. Participants used their new public speaking, budgeting, and networking skills to organise and participate in a Young Women Leaders’ Forum. The project also worked with men and the broader community, raising awareness to support an enabling environment for women taking on leadership roles.

By building the leadership capacity of young women the Young Women’s Leadership Project contributed to achieving Goal 3.5 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to provide equal opportunity for all to participate in, and benefit from development. In particular, it contributed to strategy 3.5.17 to establish measures to increase the number of women in leadership / management and decision making.

Aims and objectives

The project aimed to increase young women’s leadership effectiveness and provide a safe space in which they can engage and support each other. It worked toward two mutually reinforcing objectives:

- Young women have stronger leadership skills and confidence and a greater voice in local and regional government affairs and policy development.
- Bougainville Women’s Federation is strengthened as a sustainable, inclusive, representative body for women across Bougainville.

Cumulative outcomes to date

The project was completed in December 2018. It achieved its objectives. The Bougainville Women’s Federation formed Young Women’s Associations in the Buin, Kieta, Wakunai and Torokina Districts in Bougainville and supported their development. Association membership grew strongly from inception in 2016 to December 2018. A further five Young Women’s Associations were also formed in community government areas in North Bougainville.³³ Young Women’s Associations have developed a support network for young women’s leadership across Bougainville and are working towards self-reliance through livelihoods projects. A mid-term review conducted in 2017 guided project improvements during 2018.

The Young Women’s Associations are incorporated in the Bougainville Women’s Federation structures at district and executive levels. The Bougainville Women’s Federation changed its rules to accept nominations from members of Young Women’s Associations. As a result, one young woman was elected to the Bougainville Women’s Federation Board. Young Women’s Association members were employed as project officers with the Bougainville Women’s Federation.

The 2017 Young Women’s Leadership Forum was the first of its kind in Bougainville. The 2018 Young Women’s Leadership forum built on the successes of the first forum with 180 people (164 women, including one woman with disability, and 16 men, including one man with disability) attending. It created a forum for young women to celebrate and demonstrate their leadership skills, build networks, share ideas and skills

³³ These were in Hagogohe, Tonsu, Haku, Malasang and Tsitaloto.

across Bougainville and with 14 international peers. A young women's caucus was established, and a president was elected for the group. The caucus includes representatives from all districts involved with the Young Women's Leadership Project.

The Young Women's Leadership Project supported young women to move into leadership roles. In 2018, 36 young women have taken up leadership roles in churches and the youth, health, tourism and education sectors as a result of their participation in the association. This includes 17 young women since July 2018. Four young women in Kieta, Wakunai, and North Bougainville were appointed as ward recorders and one as a ward secretary in community government. In Kieta, one young woman was appointed as the ward committee member for Arawa Urban Community Government. Two Young Women's Association members from Buin and Arawa sit on the Tourism Association Board. In Kieta, a young woman became treasurer for Arawa Urban Youth, another young woman is the vice-chair of her parish.

In North Bougainville, a young woman was appointed as the vice-president of the Catholic Youth Association and another was hired to be a member of a World Bank evaluation team. An alumna of the project leads the participation of the Bougainville Women's Federation in the *Womanifesto* program funded by Asia Pacific Forum on Women, Law and Development. Another young woman has taken up a new position as Young Women's Representative on the Executive Committee of the Federation. Three young women have taken on leadership roles within their respective District Women's Federations in Buin, Tinputz and Buka. Four young women ran for community government seats.

Fourteen young women from six districts were trained as trainers for *Gud Disisons*, *Gud Lidasip*, Family Farm Teams, and Games-Based Financial Literacy. Partners such as CARE, Voice for Change in Jiwaka Province (Highlands Region) and the Wide Bay Conservation Association in East New Britain Province participated in training conducted by the Young Women's Leadership Project. Training conducted for Wide Bay Conservation Association enabled it to develop a similar project for its young women members.

After consultations with women leaders from the Bougainville Women's Federation in 2018, the Women in Mining Project engaged two young women trainers from the Bougainville Young Women Leadership Project to conduct leadership training for young women from the seven mine impact communities in Frieda River.

Young Women's Associations established small businesses to fund association activities. The Buin Young Women's Association raised over PGK5,000 in 2018 through the sale of bilums and baskets. The Kieta Young Women's Association raised and sold chickens and made reusable hygiene pads, ice, and lunch packs. They opened a bank account for the Association. The North Bougainville Young Women's Association implemented agriculture and livestock projects. The Association plans to establish a resource centre. The resource centre will provide safe space for women to run training and livelihood projects, and rental of the space will provide income for the association. Profits raised by one of the north Bougainville Associations enabled it to provide start-up capital of 300 Kina each to three women for livelihood projects. They will do the same for a fourth group once the plans are submitted to the Executives.

Two of the Young Women's Associations in North Bougainville have been working towards providing a regular supply of fresh produce and chickens to local businesses. One Association has verbal agreements with market vendors and three guest houses. This is reducing wastage and improving the reliability of the project's income. Hatokaweasil Resource Centre, local communities and local businesses are also purchasing chickens from the poultry project.

Sixteen young women members started businesses in areas such as fishing, sea cucumbers, printing and photocopying, food processing and sales. A young woman living with an intellectual disability started a small market business.

The Young Women's Leadership Project and the *Gud Lidasip* training were recognised by other partners in and outside of Bougainville as effective approaches for empowering young women. The success of the Young Women's Leadership Project in the target districts has led to requests from other districts in Bougainville and other Provinces, including East New Britain Province, for a similar project.

The project has contributed to the *Pacific Women* Papua New Guinea's intermediate-term outcome of more women and girls undertaking leadership roles and influencing decision making at community level, at local and national government levels and in the private sector. It also contributed to community and public and

private sectors having developed policies, practices and programs that support and enable women to move into leadership roles.

Plans for January to June 2019

The project was completed in December 2018. An independent consultant will complete an end of project evaluation in March 2019. The evaluation process will involve young women, to build their research and evaluation skills. The young women will be involved in the design, data collection, data analysis, sense-making and developing recommendations. This will support project participants to take ownership of recommendations and for learnings to contribute to activities beyond the life of the project.

The young women trainers will work with District Young Women's Associations to roll out *Gud Disisons*, *Gud Lidasip*, Family Farm Teams, and Games-Based Financial Literacy training to more communities in 2019. The Young Women's Associations have developed fundraising plans to support the rollout.

Lessons learned

For young women to utilise the knowledge and skills they had gained, relationships between mature women and young women needed to be strengthened. During the life of the project, older women's recognition and support for young women leaders increased. Young women demonstrated their leadership capacity and will to succeed through their own associations, enterprises and forums. By the end of the project, members of the Bougainville Women's Federation had increased their mentoring support and provided increased opportunities and forums for young women to practice their leadership skills.

Main barriers

Communication was a barrier between Young Women's Associations and the district level Bougainville Women's Federation. Lack of telecommunication infrastructure in Torokina and limited network coverage in other districts affected project activities and communication with project participants.

The Bougainville Women's Federation now uses multiple communication channels including radio, phone and post to reach young women in district areas. Bougainville Women's Federation provided advanced notice of activities to participants by sharing quarterly plans with Young Women's Associations and district level Bougainville Women's Federation groups. This increased the number of participants attending trainings, with more young women attending multiple sessions.

Child care was an ongoing barrier to effective participation of young women in the project. The project made efforts to mitigate these barriers by encouraging care givers to attend training and the Forums. However, transformation of gender norms regarding domestic responsibilities is an issue that needs to be addressed through sustained engagement with young women's families.

8.3 Women in Leadership Support Program

Project Partner:	Department of Pacific Affairs ³⁴ , Australian National University
Total Funding:	\$3,434,860.71
Funding Timeframe:	December 2016–June 2021
Funding Sources:	\$1,937,592.01 (<i>Pacific Women Papua New Guinea</i>) \$1,497,268.70 (Department of Pacific Affairs, Australian National University)

Overview

This five-year, inter-electoral cycle program focuses on building the capacity of prospective women candidates to develop and implement credible and effective election campaigns. A key objective of this project is to provide support for women candidates that is evidence-driven, sustained and locally responsive.

³⁴ The Department of Pacific Affairs was formerly called the State, Society and Governance in Melanesia Program at the Australian National University.

Project support is strongly grounded in available evidence and takes account of the realities of contesting elections in Papua New Guinea.

The project conducted training for women intending to contest the 2017 and 2022 national general elections. Training was conducted in Port Moresby, Wewak, Kavieng, Madang, Buka, Mount Hagen and Goroka in 2017. It was conducted in Kokopo, Kundiawa, Lae, Kiunga, Port Moresby and Popondetta in 2018 for women intending to contest the local level government elections originally scheduled for 2018 and subsequently deferred to 2019. The project conducted a diagnostic workshop in December 2018 for 11 of an estimated 18 women candidates who contested the Motu Koitabu Assembly elections in Central Province.

The project provides mentoring support to women participants. Mentoring focuses on supporting women identified as likely to perform well in 2022 and women candidates at the local level. Mentoring supports intending candidates to establish, maintain and enhance their profiles. It facilitates sharing of lessons on how to succeed as a candidate and as a member of government.

By building the capacity to women to conduct effective campaigns, the Women in Leadership Support Program contributes to achieving Goal 3.5 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to provide equal opportunity for all to participate in, and benefit from development. In particular, it contributes to strategy 3.5.17 to establish measures to increase the number of women in leadership / management and decision making. It is also related to strategy 3.5.16 to review and reform current electoral systems to encourage women's participation in political decision-making.

Aims and objectives

The goal of the Women in Leadership Support Program is to improve women's leadership and political participation by enhancing the competitiveness of women candidates contesting Papua New Guinea's 2017 and 2022 national elections and the 2018 local level government elections.

Specifically, the project:

- Helps prospective women candidates mount competitive election campaigns.
- Undertakes detailed analysis of the performance of women candidates in the 2017 election and will provide evidence-based support to selected candidates during the 2017 to 2022 electoral cycle.

Cumulative outcomes to date

The project is on track to achieve its outcomes. In January–March 2017 the project trained 127 potential women candidates for the 2017 national elections, including those likely to also contest the 2022 national elections. Training was conducted in Port Moresby, Wewak, Kavieng, Madang, Buka, Mount Hagen and Goroka. Of the 127 participants, 75 had originally intended to contest the 2017 national elections, but having completed the training, several decided not to contest the 2017 election, citing the need for further preparatory work.

Of the 3,340 candidates who nominated to contest the 2017 national general elections, 179 were women (5.4 per cent of all candidates). More than a quarter of all women who contested the 2017 national election (47 out of 179) completed the Women in Leadership Support Program training.³⁵ Although no women were elected to the national parliament in 2017, those women who undertook the training consistently placed higher and, on average obtained a greater overall vote share than those women who did not attend the training. Women who undertook the Women in Leadership Support Program training were four times more likely to have finished in the top five and twice as likely to have finished in the top 10 places in their respective electorates.

Feedback from participants indicated that the training heightened their understanding of the complexities of contesting elections in Papua New Guinea and the degree of preparedness required to perform well. Many women reported incorporating what they had learned from the training into their campaign and credited this with their good performance. Several who contested for the first time indicated their performance exceeded expectations and they attributed this success to the training.

³⁵ Official figures state 167 women contested the election. Project analysis identified that some women and men were incorrectly registered.

In 2018, the project delivered training for 143 women intending to contest the forthcoming local government elections, which have been deferred until 2019. Seven training workshops were delivered in Kokopo, Kundiawa, Lae, Kiunga, Port Moresby and Popondetta. Of those 143 women, 10 had participated in the 2017 Women in Leadership Support Program workshops. The project conducted a diagnostic workshop in December 2018 for 11 of the 18 women candidates who contested the Motu Koitabu Assembly elections in Central Province. Motu Koitabu Assembly elections were the first elections in mainland Papua New Guinea to trial two reserved seats for women, for which only women voted. There are now two women in the Assembly.

The workshop sought to understand the challenges facing women leaders in local politics in Papua New Guinea and identify opportunities to support them. The project held a second workshop in December 2018 for 17 of the Motu Koitabu Assembly members, all but two of whom are newly elected. This workshop supported all members to learn about their operating context, and to share their priorities and needs. The workshop covered a range of issues including national and global priorities for sustainable development, evidence-based planning and need analyses.

A large majority of participants in both the 2017 and 2018 training sessions particularly welcomed the delivery of training in locations outside of Port Moresby. This provided valuable opportunities to network with other women leaders from their region and to consider opportunities for developing strategic campaigns that draw on shared resources.

The project contributes to *Pacific Women* Papua New Guinea's intermediate-term outcome of more women and girls undertaking leadership roles and influencing decision making at community level, at local and national government levels and in the private sector.

Plans for January to June 2019

The project will provide mentoring for two women Motu Koitabu Assembly members and mentoring support to women who are current ward councillors or who are elected in upcoming local level government elections. Mentoring will focus on maintaining and enhancing profiles and sharing lessons on how to deliver development outcomes at the local level. Mentoring will start in Morobe due to the strong network of women leaders at the local level there.

The project will also provide mentoring support for women who have been identified as being likely to perform well in the 2022 national elections. This will commence in Manus due to the strong network of women leaders in the province.

The project will conduct training in March 2019 in Mount Hagen for women intending to contest the 2019 local level government elections from the Highlands provinces. Women who were not able to attend training in 2018 will be able to attend. The project will use UN Women's network of 110 women trained and engaged during the earthquake response to relay information regarding the training to interested women.

The Department of Pacific Affairs will support Papua New Guinean mentors and staff of the Registry of Political Parties to conduct 'community conversations'. These community conversations will address issues such as good governance, the power of the vote and the importance of women's representation in leadership. They will also include information about Papua New Guinea's decentralised governance system.

The Department of Pacific Affairs and the Registry of Political Parties will explore how more content on women's leadership can be incorporated in the Registry's ongoing training of political party executives. This includes investigating opportunities for supporting women candidates through political parties.

Lessons learned

There is significant demand from women leaders for training at the local level. Women are successfully navigating political structures at the local level and delivering development outcomes for their communities. The project can provide support to these women by creating opportunities for them to profile the tangible benefits they are delivering and to build their profiles as candidates.

Participants in the 2018 local level government training workshops affirmed that the research about characteristics of women who perform well in national elections in Melanesia is also true for women who

perform well in local level government elections. Being deeply connected to their constituents and having the support of male local leaders were considered highly important factors to performing well in local level government elections. Equally as important were having strong networks and a coalition of support throughout their electorate and having established a reputation for delivering benefits for the local community. Women in each of the training workshops emphasised the importance of serving the community or delivering benefits locally (ward and local level government) to running a strong campaign.³⁶ Participants thought that perhaps this was even more important at the local level than in a campaign for a seat in the national parliament. At the local level candidates and their track record of service is well known to voters. Consequently, a candidate cannot get away with claiming to have delivered benefits elsewhere in the electorate.

The acute lack of funds available to elected officials means maintaining a hand mark is difficult. This leaves women leaders particularly exposed. Given the many barriers to improving political representation, it is important that women in elected or appointed roles be given support (technical and financial) to maintain and enhance their profile.

Participants highlighted the importance of prolonged low-level campaigning. Hosting ‘coffee nights’ at which candidates’ campaign messages are discussed with their *wantoks* and other constituents was perhaps the most common campaigning technique. Unsurprisingly, public rallies are a much less common campaigning technique in campaigns for local level government elections than at the national level. While this helped to limit some costs, conducting a strong campaign for local level government elections is still very expensive. Some experienced campaigners claimed that it costs at least PGK20,000 to run a basic election campaign for ward councillor and PGK75,000 to run a campaign for local level government president. The main budget items were allowances for campaign team members, food, feasts, transport and customary contributions (bride price, compensation and funeral contributions).

Participants in the 2018 local level government training reported that women ward councillors and local level government presidents spend more time in their electorates than their male counterparts. They considered women representatives to disproportionately shoulder the burdens of elected office and to be subject to endless demands, largely by virtue of them being more accessible to their constituents. Some participants also felt that Open Members of Parliament and District Administrators actively undermine the authority and power of elected women leaders by establishing unelected women’s networks. These networks sit under the appointed District Development Authority women’s representative.

The Motu Koitabu Assembly election candidates noted that many challenges facing women in getting elected at the local and national levels, particularly negative attitudes toward women leaders, are prevalent at this level of politics too. Most women candidates for Motu Koitabu Assembly considered the election of women representatives in a reserved seat to be positive. This dispelled a project assumption that women elected to reserved seats would be perceived as less-than-full members of the Assembly. Although more research is needed, this raises interesting implications around the introduction of and mechanisms for reserved seats. It suggests that reserved seats may be politically feasible throughout Papua New Guinea.

Main barriers

The unknown timing and schedules for local level government elections made it challenging to provide intending candidates with correct information about the election schedules and deadlines. This poses planning issues for support to women contesting the national elections, given that activities were initially planned for after the local level government elections. The Department of Pacific Affairs has been in regular contact with the Registry of Political Parties to receive updates on the timing of elections.

³⁶ Nicole Haley and Kerry Zubrinich outlined the characteristics of successful candidates in *Pacific Women* funded research, *Women’s political and administrative leadership in the Pacific*, 2016, <https://www.pacwip.org/wp-content/uploads/2017/11/Womens-political-and-administrative-leadership-in-the-Pacific.pdf>. The importance of ‘han mak’ or the reputation of candidates for voters was also identified by Mary Fairio and Sarah Kaut-Nasengon during their *Women in 2017 Election* study <https://pngnri.org/index.php/blog/103-technical-issues-the-impact-on-2017-election-results-for-women>

The project is also conscious of potential risks of holding mentoring activities close to a possible election at the local level. Implementation of activities will need to be swift if the local level government elections do not proceed in April 2019.

8.4 Papua New Guinea Women in Mining

Project Partner:	<i>Pacific Women</i> Support Unit with Frieda River Limited
Total Funding:	\$1,255,000
Funding Timeframe:	April 2017–June 2020
Funding Sources:	\$1,255,000 (<i>Pacific Women</i> Papua New Guinea) Frieda River Limited is providing in-kind logistic and welfare support

Overview

This project is a public-private partnership with Frieda River Limited. The project intends to improve the representation and participation of women in negotiating mining development agreements and achieve better economic and broader empowerment outcomes for women. It uses family and community development tools developed and tested through other projects funded by *Pacific Women*.

The project primarily works with the seven mine-affected communities in Telefomin and Abunti-Dreikikir Districts, West and East Sepik Provinces, to build women's leadership skills. It also generates family and community support for women's inclusion and influence in negotiations, and an understanding about how women's participation will see benefits flow to communities.

The project uses the four Family Farm Teams modules and the games-based financial literacy and business training developed by Pacific Adventist University as the foundation for community development activities.³⁷ It supports policy, regulatory and program developments at the national and industry level.

By strengthening women's participation in negotiation and agreement processes, the Women in Mining project contributes to achieving Goal 3.5 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to provide equal opportunity for all to participate in, and benefit from development. In particular, it contributes to strategy 3.5.17 to establish measures to increase the number of women in leadership / management and decision making.

Aims and objectives

The project aims to strengthen women's participation in negotiation and agreement processes for major extractive projects in Papua New Guinea and to ensure women are better represented in resource development agreements.

Project objectives include:

- Supporting policy, regulatory and program developments at the national and industry level.
- Establishing a public-private partnership with an industry partner.
- Co-funding a public-private partnership pilot in one location.

Cumulative outcomes to date

The project suffered delays in implementation due to industrial action on the site but is making progress toward its objectives. The project began activities in mine-affected communities in September 2017. A memorandum of understanding was signed with Frieda River Limited in November 2017 for the public-private partnership. Frieda River Limited has committed significant resources to the project through extensive on-site and logistic support. The only way to travel to and between the seven communities is by helicopter, which Frieda River Limited provides.

Since October 2017, the project has trained over 36 community leaders and two Frieda River Limited community development staff in the four modules of the Family Farm Teams training. Markets for local

³⁷ *Pacific Women* funded activity. See Activity Summary 9.3 Increasing economic opportunities for women smallholders and their families.

produce have been established in four of the seven communities following the Family Farms Teams training. These villages had no markets previously. Women set up the markets with support from their husbands. Since establishing the markets, men have been involved more as they see the benefits the market has for their families and communities. All four markets have formed market committees with equal representation of women and men. The committees are responsible for daily management of the market, collecting vendor fees and reinvesting those fees into improving the market.

Two trainers from the Young Women's Leadership project conducted *Gud Disisons, Gud Lidasip* training for young women from seven communities in Frieda River in 2019. This was well received and will be continued.

Ten local women from the seven communities attended the most recent Frieda River Limited Community Leaders Forum held in 2018. The Forum agreed that one woman from each of the three clan groups would be elected by the community to sit on the clan sub-committee. One woman will sit on the board of the Land Owners Association and one woman will sit on the board of the Representative Company. These entities are the key negotiating bodies representing the community in mine agreement making processes. Women's representation on these bodies is a significant achievement.

The project is supporting national policy dialogue about the impact of mining on women. The project's aim is to formalise the status of women in mining legislation, policy initiatives and industry practice. The Minerals and Energy for Development Alliance hosted an Alumni Forum on '*Resilient and Empowered Women in Resources – the past, present and moving forward*' in Lae in August 2018. The Forum brought together experience from within government, industry, academia and civil society to discuss good policies and practices and outcomes that have empowered women and addressed gender inequality in the extractive industry. An outcome of the Forum was agreement to establish a 'coordination desk' within the Extractive Industries Transparency Initiative to coordinate policy development efforts, organise policy consultation and develop momentum to enhance the benefits for and mitigate the risks to women in resource rich communities. The Women in Mining project will provide research, coordination and secretariat support to build the national policy dialogue. Four sub-committees have been established. These are Women in Business, Women in Communities, Women in Industry and Women in Alluvial / Artisanal Mining.

The project undertook a successful Wafi-Golpu Joint Venture scoping mission. There was considerable interest from all communities visited. Staff from the Community Engagement and Lands Division also showed interest in the Wafi-Golpu Joint Venture becoming involved in the Women in Mining project.

The project is supporting the establishment of women's associations in the mine affected communities. A learning tour to the Ok Tedi Mine helped guide the establishment of the associations. The learnings from the tour are reported in the lessons learned section.

The project is contributing to the *Pacific Women* Papua New Guinea intermediate-term outcome of more women and girls undertaking leadership roles and influencing decision making at community level, at local and national government levels and in the private sector.

Plans for January to June 2019

The project will conduct training for the seven villages impacted by the Frieda River Limited mine. These include Family Farm Teams training, water sanitation and hygiene training and adult literacy training. Pacific Adventist University will provide financial literacy and business skills training.

The project will provide research and secretariat support to policy consultations to enhance the benefits and mitigate the risks to women in resource rich communities. The project will recruit a project officer and there will be site visits to communities impacted by the Ok Tedi and Wafi-Golpu mines.

Lessons learned

Learning from the experience of women who have already experienced mine developments, both negative and positive will be important for women in Frieda River. Opportunities to share experiences, knowledge and to network and foster partnerships with other senior and experienced Papua New Guinean women will help the Frieda River Women's Associations anticipate potential pitfalls and identify opportunities.

A learning tour to Ok Tedi Mine revealed several preliminary findings from the experiences of communities in negotiating and implementing benefit sharing agreements. These include:

- Institutional and human resource development is critical to ensure that women are skilled to manage their associations and take control of funds allocated separately to women and children.
- Empowering village planning committees with relevant project management skills ensures effective project implementation and project ownership by the committees.
- Women's associations have been developed and established in each region impacted by the Ok Tedi mine. Each association has extensive networks in each village. This allows women to identify their own priorities, plan for them and execute their own projects.
- Women leaders acknowledge the important role that the Ok Tedi Development Fund has played in providing technical expertise especially in terms of project implementation and investments.

It is likely that there are also relevant lessons, processes and approaches developed through the Inclusive Development in post-conflict Bougainville project.

Main barriers

Industrial action resulted in a shut down by Frieda River Limited. This meant it was not possible for project staff to access the communities for several months. While this delayed planned training, in the intervening period communities set up markets, putting into practice skills and ideas fostered by the project.

The logistics associated with this project are very difficult. It is the only project managed directly by the Support Unit and is implemented by a range of individuals or organisations directly contracted to the Support Unit. The full-time project officer is based in a village in Telefomin district when not on site and telecommunications and internet are erratic. All logistic support to delivering the project is provided by Frieda River Limited. This is a substantial in-kind contribution but also means all arrangements are subject to the company's priorities.

8.5 Women Make the Change: Increased voice for women in political processes

Project Partner:	UN Women
Total Funding:	\$7,147,420
Funding Timeframe:	February 2019–December 2022
Funding Sources:	\$5,077,010 (<i>Pacific Women</i> Papua New Guinea) \$2,070,410 (UN Women seeking other donor funds)

Overview

The Women Make the Change project was approved in February 2019. It adapts to the Papua New Guinea context the UN Women's Global Framework on Women's Political Participation:

- Legal frameworks strengthened to promote gender balance through the electoral cycle.
- A cadre of interested, diverse and capable women political leaders supported at national and sub-national level.
- Women are perceived as equally legitimate and effective political leaders as men.
- Women are promoted as leaders in gender-sensitive political institutions.

Pacific Women is funding activities focused on the second and fourth outcomes, including development of a cadre of women political leaders at the sub-national level, with a specific focus on developing politically aware and empowered young women.

The project will engage multiple stakeholders at different levels to build support for women's political participation. It draws on research funded through *Pacific Women* on women's leadership in the Pacific. It also draws on lessons learned from UNDP's work in strengthening the Papua New Guinean political party system and working with male politicians, and UN Women's global experience working with National Parliaments.

The project will work closely with government partners to deliver support to women at sub-national levels as well as with other *Pacific Women* and Australian Government-funded projects. In Bougainville, the project will work with the Departments of Community Development and Community Government, leveraging UN Women's peace building programs' existing links to support women's participation at the sub-national level.

The project's key partnerships at the national level include: the Department for Community Development and Religion; Department for Inter-Government Relations; Department of Provincial and Local Government Affairs; Department of National Planning and Monitoring; National Parliament of Papua New Guinea; Integrity of Political Parties and Candidates Commission; the National Research Institute; the Constitutional and Law Reform Commission; and UNDP.

The project will contribute to achieving Goal 3.5 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to provide equal opportunity for all to participate in, and benefit from development. In particular it will contribute to strategy 3.5.17 to establish measures to increase the number of women in leadership / management and decision making. It is also related to strategy 3.5.18 to work in partnership with other stakeholders through advocacy programmes promoting women's political and economic empowerment.

The project will contribute to the *Pacific Women* Papua New Guinea intermediate-term outcome of more women and girls undertaking leadership roles and influencing decision making at community level, at local and national government levels and in the private sector.

Aims and objectives

The project aim is that women fully and effectively participate in and have equal opportunities for leadership at all levels of decision making in political and public life.

The specific project objectives supported by *Pacific Women* are:

- A cadre of interested, diverse and capable women political leaders is formed at national and sub-national levels.
- Women are promoted as leaders in gender-sensitive political institutions.

Plans for January to June 2019

The project is initially focusing on mobilising project staff and conducting action research.

9 Outcome 2 – Women's Economic Empowerment

9.1 Coffee Industry Support Project

Project Partner:	CARE International in Papua New Guinea
Total Funding:	\$4,507,133 (2 phases)
Funding Timeframe:	July 2013–June 2019
Funding Source:	<i>Pacific Women</i> Papua New Guinea

Overview

CARE implements the Coffee Industry Support Project (CARE Coffee) with coffee industry stakeholders in the Eastern Highlands Simbu, Morobe, Jiwaka and Western Highlands Provinces. The project supports coffee industry stakeholders to mainstream gender equity in their policies, practices and approaches. Improved gender equitable approaches support industry partners to enable women's meaningful engagement in the coffee industry and increase the potential for sustainable improvements throughout the coffee industry. The project supports cooperative partners to strengthen their governance and management systems.

CARE Coffee provides training in gender, equity and diversity, in facilitation skills and organisational strengthening. Training is provided to extension officers, trainers, advisory groups and employees of coffee

growing, export, cooperative, and smallholder groups. The project provides mentoring and field support for extension officers to help them implement their learning. These activities increase women's access to training and extension services.

Since 2015, the project has worked directly with farmers using the Model Farming Family approach. The approach aims to increase the pool of skilled community-based trainers. Model farming families are recruited, trained and supported to train and mentor other farmers in their local communities. Model farming families provide training to other farmers in family business management, financial literacy and agronomy. This approach enables the project to support communities that are not part of private sector partners' farmers' networks and are not actively targeted by coffee industry extension services.

The project uses family-based approaches to improve family business management practices so smallholder coffee farming families work together more effectively. This enables the whole family to benefit from increased coffee production and income. In 2018, the project adapted and piloted a women-led village savings and loans association model in Eastern Highlands and Simbu Provinces.

CARE's organisational partners include the Coffee Industry Corporation Ltd, Sustainable Management Services PNG³⁸, PNG Coffee Exports Ltd, New Guinea Highlands Coffee Exports, Backyard Farms, Lower Unggai Community Development Foundation, the Tsak Valley Community Development Workers Association³⁹, Neknasi Coffee Growers Association Cooperative Society, Kumatega Coffee Development and Management Services, and Agra Apo Anga Kange Coffee Cooperatives Limited.

By working with stakeholders to promote women's role in the industry, CARE Coffee contributes to achieving Goal 1.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to increase coffee exports. The project also contributes to the economic sector investment plan 1.1.2 to support the development of a sustainable and competitive coffee industry in Papua New Guinea, which will maximise financial returns to coffee producers and contribute to government's economic and social policy goals.

Aims and objectives

The project aims to improve the economic and social wellbeing of women coffee farmers in the Highlands of Papua New Guinea. The project objectives are:

- Key industry stakeholders have improved capacity to enable women's meaningful participation in the coffee industry.
- Women have increased access to, and control over, income from coffee farming.
- Learning about the benefits of women's empowerment in the coffee industry improves industry-wide strategies and policies.

Cumulative outcomes to date

CARE Coffee is on track to achieve its objectives. In 2013–2014, less than five per cent of farmers receiving extension training were women; in 2018, it was 35.7 per cent. Since 2013 the CARE team has directly trained 2,489 farmers and extension officers (1,068 women and 1,421 men). CARE partners and model farming families have trained an additional 21,957 farmers (6,820 women and 14,510 men). In total the project has trained 24,446 people (7,908 women and 15,931 men). By supporting partners to deliver training, CARE Coffee has trained almost nine times the number of farmers than CARE could do alone.

CARE registered eight new model farming families in 2018, bringing the total model farming families to 15. The new cohort includes four beekeeping model farming families in the Kainantu district. Seven Unggai district model farming families will be trained in beekeeping so that they can produce coffee honey as

I am happy for the continuous support from CARE given to us in transferring coffee skills and social aspect, it has helped our family to change our ways of living. With the technical skills gained from this field support, our coffee has increased production which earns higher income for our family.

Charles and Stella Kate – model farming family

³⁸ Also known as Monpi.

³⁹ Pacific Women funded activity. See Activity Summary 9.5 *Kirapim Kaikai na Maket*, Tsak Valley.

an additional income source. By working with model farming families and directly employing community-based service providers CARE Coffee has improved the ability of local farmers to guide improvements in farming practices.

The project has influenced the private sector and farmers' cooperatives to increase their focus on women's empowerment. In 2018, coffee exporter partner Sustainable Management Services PNG (also known as Monpi) recruited four more female extension officers in addition to its existing two. The exporter developed extension service protocols for engaging and supporting women farmers. The Coffee Industry Corporation has incorporated CARE's organisational strengthening training and manuals into new curriculum it developed for coffee farmer cooperatives in Papua New Guinea. The organisational training covers good governance and developing and working with community groups. The Coffee Industry Corporation has increased the number of staff it sends to gender equality and family business management training.

Private sector extension officers and model farmers recruited and trained by CARE Coffee have incorporated gender empowerment and equity in their work with farming families. They have learned new ideas and ways of approaching farmers. Their confidence has increased in speaking to farmers about best practices for coffee farming and about the value of working as family groups. The 2017 mid-term review of the project found that most of the male extension officers and community-based coordinators reported that prior to CARE Coffee, they would only speak to men.

Partners increasingly recognise that improving women's engagement in the industry is good for business. Training and field support enable industry partners to fulfil the social component of free trade and other international certification programs. As a result of qualifying for the specialty market, farmers' earnings have increased.

Training participants have reported increased communication, consultation and joint decision making about the use of household income.⁴⁰ Farmers reported having achieved their financial goals set during training by saving money and diversifying their income. Men from model farming families reported that their positive behaviour influences other men in their community, despite ongoing challenges of going against deep rooted gender roles and practices.

The project finalised its women's economic empowerment metric used in the women's economic empowerment coffee business case. During 2018, CARE conducted a business case survey to track data on the project's contribution to women's empowerment reported through positive change stories. The survey found that there has been a ten point increase in women's empowerment for women participating in the project between 2016 (29 per cent) and 2018 (39 per cent). The strongest improvements were seen in women's ownership of assets, followed by women's increased role in household decision making, and a decreased acceptance of violence in a relationship and unequal workloads.

The survey found that:

- Access to extension training for a woman increased the probability that she understands and adopts at least two improved agricultural practices by 12 per cent.
- Household coffee productivity is higher among households where women have received training. The average parchment productivity increases 33 per cent among women who received training, coffee cherry productivity increases by 26 per cent, and green bean productivity increases by 51 per cent.
- Access to training for women is related to a seven per cent increase in the probability that women would certify their coffee as organic; and a four per cent increase in the probability that women would certify their coffee in other ways (such as free trade).
- Households where the woman received training reported an income from coffee that was 22 per cent higher than households in which women did not receive training.
- Women who have received training are 11 per cent less likely to think that men should make all the important household decisions. However, most women still believe that men make decisions about how to grow the coffee.
- The percentage of households where women and men perform labour and household tasks equally increases by 11 per cent for those households in which the women received training.

⁴⁰ Feedback was provided by 79 farmers (35 women and 44 men) through group and individual interviews and ripple effect mapping.

- Households in which women received training were eight per cent more likely to make decisions about selling coffee together. Thirty-four per cent of women who received training made decisions themselves about how to spend the money they solely earned themselves, compared to 22 per cent of women who had not received training.

The project has strengthened the capacity of community-based organisation partners to operate as businesses. Working with model farming families and directly employing community-based service providers has strengthened the capacity of local farmers to guide improvements in farming practices.

Six young women leaders from the Lower Unggai Community Development Foundation, Neknasi Cooperative and Timuza Coffee Cooperative completed family business management, financial literacy and gender and diversity training. The training was provided by CARE Coffee to support young women leaders. Two of the six young women have already taken up leading roles in village savings and loans associations.

CARE Coffee piloted a village savings and loans association model in the Highlands in 2017. The model aims to improve women's access to and control over income. Ten associations were established with a total of 240 members (133 women, 107 men). Three women only associations were formed, three men only associations developed, and four associations are mixed. Six associations shared out savings with their members at the end of 12 months. Women reported using their share to expand small businesses. Some women added value to existing businesses by processing and packaging rice and purchasing coolers to store fish for sale at the markets. Some expanded their business to reach coastal markets and leased or purchased land, agricultural equipment or materials. Some women reported using their share for children's education and home improvements.

A review of the CARE village savings and loans association pilot identified a high demand for associations. Members had increased financial knowledge and confidence. It identified an emerging culture of savings among members enabling longer-term productive investments and increased income. It found strong local ownership and a strong commitment by communities for the associations to continue after the pilot period. It also identified increased acceptance within families and communities of women as money managers and equal decision makers. The review identified several issues that are reported in the learnings.

The project contributes to the *Pacific Women* Papua New Guinea's intermediate-term outcome of family, community, public and private sector attitudes and actions increasingly supporting women's economic empowerment. It also contributes to women having increased knowledge, skills and confidence to successfully undertake formal and informal economic activities. Additionally, it contributes to public and private sector partners having established policies, practices and programs that enable women's economic empowerment and safe working conditions for women.

Plans for January to June 2019

The project will provide gender equity and diversity training, facilitation skills training and child protection training to partners between February–March 2019. A refresher on the village savings and loans association methodology and child protection training will be provided to the 10 existing associations to prepare them for their second phase.

Four representatives from Neknasi Coffee Cooperative, New Guinea Highlands Coffee Exports, PNG Coffee Exports farmer network and Sustainable Management Services PNG will undertake family business management training between April–June 2019.

The project will host 11 community events at model farming family sites for the model farmers to demonstrate sharing of skills. Four coffee extension visits and four beekeeping extension visits will be conducted at each of the relevant model farming family sites. A consultant will document this approach and study the extension activities.

In 2019, the six young women leaders from the Lower Unggai Community Development Foundation, Neknasi Cooperative and Timuza Coffee Cooperative will facilitate gender action planning processes with their communities. Gender action plans identify six-monthly targets that specifically support gender equality and women's leadership. A young women leaders' activity and a marketing opportunities activity will be linked with the gender action planning.

CARE Coffee has been invited to submit a design for a third phase of the project. Data will be collected through routine monitoring and evaluation activities to support the design process. The design is due in May 2019.

Lessons learned

The business case for women's economic empowerment research supports the findings of other research into family-based approaches. These have shown the value of the approach in diverse areas of Papua New Guinea, from the Highlands to the Islands, in coffee, cocoa and food crop production. The approach can be used with farmers and farmer groups across the country.

The review of the pilot of the village savings and loans associations highlighted several lessons to guide implementation in the future. Progress with women leading village savings and loans associations has been slow. Although 55 per cent of members are women and women members outnumber men by three to one in mixed groups, there are no women on management committees in the mixed groups. Reasons given were that women lacked self-confidence to lead and are shy, especially in the face of deeply held cultural stereotypes. These stereotypes assert that men are legitimate and natural leaders and women cannot perform as well as men in these roles. Low literacy and numeracy skills were also consistently reported. CARE will be offering capacity building activities to increase these women's skills and confidence to take more leadership roles as the cycles progress.

Irregular and seasonal income streams in the Highlands can make it difficult for members to repay loans in regular instalments over a three-month term. Typically, loans are being repaid in full when crops are ready to be sold, with occasional prior instalments from money trickling in from market sales. All associations charge full service charges, regardless of when the loan is paid in full, causing disagreements about the amount of interest paid on loans. The project identified the need for research about how to match borrowers' repayment capabilities with loan terms that match seasonal cycles.

Associations are encouraging members to borrow, even if they do not need funds, as a way of ensuring profits for the group. There is a growing perception that the 'box should be empty' and that it is unfair for a member to save only and earn interest from other people's loans. If CARE intends to scale-up village savings and loans associations, it will need to emphasise that it is acceptable for members to save without borrowing, as savers make it possible for others to borrow and lead to more diverse and vulnerable groups becoming members.

Village savings and loans associations have demonstrated flexibility in defining their own processes to suit each group's needs. This includes shifting from weekly to fortnightly, or monthly, meetings, abolishing fines and penalties and allowing members to join mid-cycle. However, some of these practices may lead to longer-term issues that are difficult to resolve. This could contribute to a group dissolving after the project concludes. CARE will be working with members to better understand the negative impacts of changes to the procedures.

Main barriers

Industry partners have multiple priorities and commitments. Planned project activities often have to be moved, changed or postponed. The project team has introduced strategies to be more flexible and proactive in engagement with industry partners at all levels, including stressing the importance and benefits of the project to communities and industry partners.

The delayed recruitment and then short tenure of a media and communications officer caused delays in developing promotional videos and digital storytelling content. Recruitment is underway to finish this work. The project faced challenges implementing the radio program due to the lack of data collection tools in place to monitor the reach of the program to listeners. The CARE team is discussing options with the National Broadcasting Corporation and *Pacific Women* about monitoring, but if no suitable solutions can be found, CARE will reconsider the radio program.

9.2 Strengthening the Business Coalition for Women

Project Partner:	Papua New Guinea Business Coalition for Women Inc.
Total Funding:	\$5,797,965 (2 phases)
Funding Timeframe:	May 2014–June 2021
Funding Source:	\$4,819,583 (<i>Pacific Women</i> Papua New Guinea) \$978,382 (membership, revenue and in-kind contributions)

Overview

The Papua New Guinea Business Coalition for Women Inc. (the Coalition) is a registered local membership organisation established in 2014. It was established through a project funded by *Pacific Women* with assistance from the International Finance Corporation. The Coalition works primarily with and for the private sector to drive positive change for women and businesses in Papua New Guinea. From November 2018, *Pacific Women* has provided funding directly to the Coalition, to consolidate its work and strengthen the organisation as a social enterprise.

The Coalition currently has 32 financial member companies⁴¹ comprising 37 per cent small companies (under 50 employees); 22 per cent medium sized companies (51–500 employees); 28 per cent large companies (over 500 employees); and 13 per cent groups of companies (two or more companies). The Coalition has a secretariat in Port Moresby and serves member companies with a combined total of more than 50,000 employees in Papua New Guinea.

The Coalition works with its members to introduce policies and practices that encourage the participation and leadership of women in their businesses. Global evidence indicates that doing this will improve the bottom line for individual companies. Research in Papua New Guinea has also identified the high cost of gender-based violence to companies.⁴²

In the first phase of the project, the Coalition developed a range of practical business tools, services and resources. These were developed to help members recruit, retain, and promote women as employees, leaders, customers and business partners. In Phase 2, the Coalition continues to support the introduction of policies in companies. It provides training on anti-sexual harassment policies, workplace safety and training for women on boards. It conducts leadership training and supports women in the corporate sector. The Coalition conducts networking events for partners.

The Coalition is a partner to the *Pacific Women* funded *Bel isi PNG* initiative, established in 2018.⁴³ The Coalition works with the Oil Search Foundation to provide family and sexual violence briefings for subscribing companies. The Coalition supports companies to adopt and implement workplace policies to increase workplace safety for women employees, and to support employees who have experienced family and sexual violence to remain in work. The Coalition will work with *Bel isi PNG* subscribing companies to collect and evaluate data that will add to the business case for the positive benefits of providing active support to employees to address family and sexual violence.

The Business Coalition for Women contributes to achieving Goal 3.5 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to provide equal opportunity for all to participate in, and benefit from development and Goal 1.7 of women's economic empowerment. In particular, it contributes to strategy 3.5.17 to establish measures to increase the number of women in leadership / management and decision making.

Aims and objectives

Following a review of its vision, mission and objectives in 2018, the Coalition developed the following aim and objectives:

⁴¹ Numbers at November 2018.

⁴² Darko, E, Smith, W, and Walker. Gender Violence in Papua New Guinea: The cost to business, 2015. <https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/9886.pdf>

⁴³ *Pacific Women* funded activity. See Activity Summary 10.16 Improving services and inspiring leadership to address family and sexual violence in Port Moresby.

The Coalition aims to help the private sector in Papua New Guinea recruit, retain and promote women as employees, leaders, customers and business partners.

The outcomes sought by the Coalition are to:

- Improve member organisations' systematic response to family and sexual violence through policy implementation; to create safe workplace environments, that are supportive of staff who are survivors of family and sexual violence.
- Increased number of women in leadership roles by companies who have undertaken Business Coalition for Women leadership training, mentoring and talent development initiatives.
- Increase in the number of member companies recruiting and retaining women in the workforce.
- Expand opportunities for women-owned businesses in supply chains.
- Build the internal capacity of Business Coalition for Women to ensure the organisation can continue to service its members into the future.
- Ensure sustainable income streams.

Cumulative outcomes to date

In 2018, the Coalition ceased its partnership with the International Finance Corporation. In the second half of the year, the Coalition reviewed its governance and management structures and systems. At the end of 2017, the Coalition had 60 subscribing members. However, a review of membership showed that some of these had not paid subscription fees. In 2018, there were 32 financial members.

During the initial phase, 47 businesses or organisations implemented at least one substantive change based on the Coalition's services or products, with 68 separate procedures, policies, practices or standards being improved across those companies. This included completing at least one of the following: adoption of the Coalition's Family and Sexual Violence model policy and completion of contact team training; a gender-smart safety audit; female staff supported to complete the leadership or networking skills course; or the training on addressing sexual harassment completed.

Six companies purchased the Coalition's model family and sexual violence policy training and adaptation packages. Three companies conducted audits to assess women's safety in the workplace. Anecdotal reporting indicates improvements for employers including staff retention, improved awareness of different forms of violence and increased knowledge of where to seek help.

Twenty-three companies have invested in developing women employees as supervisors and managers by sponsoring them to complete a Certificate IV Leadership and Management course. The course is in high demand. Staff from 14 public sector agencies have attended.⁴⁴ Since 2015, nine courses have been conducted and 100 women have graduated. The tenth cohort began in January 2019. Participants and managers have provided feedback on participants' increased productivity, responsibility and confidence. Post-training evaluation identified that by the end of 2017, 71 per cent of graduates were promoted or given additional responsibilities as a result of the training. One graduate is a junior partner in a law firm and two graduates are heads of human resources departments for organisations in Papua New Guinea and across the Pacific.

The Gender Smart Safety training and resources we received were practical and of a very high quality. As a result, we have incorporated gender equality into our safety management systems, perform audits, and identify and mitigate risks specific to women. We also made women's safety a KPI requirement.

Peter Callister, Sustainability managers,
New Britain Palm Oil Ltd

The Coalition established a partnership with *Bel isi PNG* in 2018 and provides companies with *Bel isi PNG* information and awareness sessions. The Coalition held a networking event for *Bel isi PNG* members and prospective Coalition members in the business community in late 2018. The event showcased *Bel isi PNG*

⁴⁴ Sponsored through the Justice Services and Stability for Development and Public Sector Reform and Leadership Partnership.

and the Business Coalition for Women's family and sexual violence policy and training. The event attracted 36 people (26 women and 10 men).

In 2018, the Coalition conducted an education session for 55 staff (29 women and 26 men) from one of its member organisations on sexual harassment, workplace laws and workplace policies and procedures. It trained seven public and private sector staff on what sexual harassment is and how to respond to it using a workplace policy. Participants were supported to adapt the Business Coalition for Women's anti-sexual harassment policy and develop a policy implementation schedule.

The Business Coalition for Women contributes to several *Pacific Women* Papua New Guinea's intermediate-term outcomes, including family, community, public and private sector attitudes and actions increasingly support women's economic empowerment. The Coalition contributes to women having increased knowledge, skills and confidence to successfully undertake formal and informal economic activities. It contributes to public and private sector partners having established policies, practices and programs that enable women's economic empowerment and safe working conditions for women. It contributes to women and girls undertaking leadership roles and influencing decision making at community level, at local and national level and in the private sector.

Plans for January to June 2019

A networking event is planned for Certificate IV Leadership and Management alumni as part of International Women's Day in March 2019.

The Coalition will work with The Difference Incubator to further develop the Coalition's business model to set its path for financial sustainability. It will review its family and sexual violence policy, training and monitoring and evaluation materials.

The Coalition plans to support the *Bel isi PNG* initiative by developing family and sexual violence training. The training will be provided to the G4S Security firm, a *Bel isi PNG* subscribing company. It will include information on related laws and how to respond to cases of family and sexual violence. The training will support improved operations of the help line, *Meri Seif Line*, which is hosted by G4S.

The Coalition plans to host a forum on family and sexual violence in the workplace for Coalition members and the business community. Further capacity building on policy and training for members on family and sexual violence, anti-sexual harassment and gender smart safety will take place.

The Coalition plans to start a women in leadership program for small to medium enterprises with the Asia Development Bank in 2019.

Lessons learned

The experience of the Coalition highlights the importance of formalising organisational capacity development as a key component of establishing local coalitions or groups. The International Finance Corporation established the Business Coalition for Women and encouraged private sector partners to become members. Best practice products were developed, there was strong involvement by the private sector and good governance mechanisms for the Coalition were established.

The same level of success was not achieved in ensuring strong organisational policies, processes and systems were in place or in building in-house local technical capacity. This is now the focus of the Coalition after a brief hiatus in momentum. This experience reinforces the necessity of ensuring that capacity development milestones for local organisations are explicit. Ownership and usage rights of materials created under a project need to be formalised.

Main barriers

The Business Coalition for Women is in the process of building its organisational systems and its in-house delivery capacity. It faces the challenge of demonstrating its value to members after a short hiatus. The Coalition has a new Executive Officer and staff, and is starting on the path of becoming a financially sustainable social enterprise. The partnership with Oil Search Foundation as part of the *Bel isi PNG* initiative

is both a challenge and an opportunity. It will be most effective if the Coalition has the time to develop strong systems and make good decisions.

9.3 Increasing Economic Opportunities for Women Smallholders and their Families ('Family Farm Teams')

Project Partner:	Australian Institute for Sustainable Communities, University of Canberra through an ACIAR managed program ⁴⁵
Total Funding:	\$3,853,198
Funding Timeframe:	July 2015–March 2019
Funding Sources:	\$3,127,208 (<i>Pacific Women Papua New Guinea</i>) \$696,490 (University of Canberra) \$29,500 (PNG organisation and community in-kind)

Overview

The Family Farm Teams project (also referred to as Family Teams) is an action research and development project. It aims to enhance the economic development of women farmers by building their agricultural and business skills and knowledge.

The project tests the scalability of a previous project funded by ACIAR. Two hubs were selected. These were Highlands (Eastern Highlands, Jiwaka, Western Highlands) from July 2015–December 2016; and Islands (Bougainville, New Ireland) from January 2017–December 2018. The areas provide contrasting settings that enabled the project team to identify solutions to local problems. These settings enable a wide range of women to be involved, including those who sell in central markets, peri-urban markets and roadside markets. It provides an opportunity to research and develop expanded economic opportunities for women.

There are two complementary facets to the training aspects of the project. The 'family farm team' activities focus on encouraging women and men to take a gender equitable and planned approach to farming as a small family business. The University of Canberra team delivers this training in partnership with the local agency in each province.

The 'business of farming' activities introduced farming families to a livelihoods approach, better practice agriculture, foundational business practices and financial literacy. Local Papua New Guinean agencies deliver this, to ensure that communities are connected to the resources available in their own region.

To promote women's empowerment, the project focusses on building women's leadership skills and roles. A women's leadership team was created in each Highlands project site to support village community educators to deliver peer education. In the Islands, leadership training was offered to a wider group of village women in New Ireland. In Bougainville, the leadership program was also offered to men to be compatible with the Autonomous Bougainville Government's community governance structure which mandates equal representation of women and men on all committees.

The project trained farmers as peer educators known as village community educators (VCEs). The University of Canberra and local agency teams trained the VCEs in the four Family Farm Team modules. As many VCEs have low literacy, in 2018, the project developed a workbook for VCEs with a focus on simple language and visual content.⁴⁶ The VCEs then applied the learning in their own family and designed ways of training other families through farmer-to-farmer peer education with neighbours and *wantoks*, and through groups in their networks, such as churches. VCEs become important role models in their own communities. They support other farming families to explore issues of gender and culture in their family. They assist other families to plan their farming as a small business, with both women and men making decisions about the business.

⁴⁵ This project builds on an earlier ACIAR-funded project. It was one of five projects commissioned by ACIAR under the Transformative Agriculture and Enterprise Development Program.

⁴⁶ Caffery, J. and D. Hill Expensive English words: An accessible language approach for PNG agricultural development. *Development in Practice*, 2018. vol. 29 (2) pp. 147-158.

The Family Farm Teams approach consists of four modules integrated with agricultural production and financial literacy training. The modules are: Working as a family team for family goals; Planning your family farm as a family team; Feeding your family team; Communicating and decision making as a family team.

Sub-projects included developing agricultural teaching materials for primary school teachers and developing simple language manuals to promote greater transfer of knowledge more effectively. More information is available from: <http://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program>.

The University of Canberra team worked with local partners: PNG University of Technology, Pacific Adventist University, CARE PNG and the National Agricultural Research Institute. Local agency partners worked with the University of Canberra team to deliver the Family Farm Teams training in each province. Partners were: Fresh Produce Development Agency in Eastern Highlands; Voice for Change in Jiwaka; Baptist Union in Western Highlands; Department of Primary Industry in New Ireland; and Bougainville Women's Federation in Bougainville. Local 'brokered' training providers included the Integrated Agricultural Training Program (PNG University of National Resources and Environment), PNG University of Technology, MiBank, and Fresh Produce Development Agency. Additional training was provided by ACIAR projects on using canarium (galip nut), and the growing, marketing and nutritional value of traditional vegetables.

The Family Farm Teams project contributes to achieving Goals 1.7 and 3.9 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to women's economic empowerment and improving nutrition standards. In particular, it contributes to strategy 1.7.17 to increase women's access to economic opportunities.

Aims and objectives

The project aims to increase income through better farm business practices in which women have a significant role as decision makers. The project objectives are to:

- Examine the capacity development of women as community-based agricultural leaders.
- Explore ways in which communities can develop partnerships with the private sector, schools and training providers that are relevant to the local context and culture.
- Further develop the peer education model of agricultural extension.
- Examine the uptake and impact of a family team approach to farming for women and girls.
- Explore the capacity development of Papua New Guinea agricultural focused agencies in gender inclusive and gender sensitive extension delivery.⁴⁷

Cumulative outcomes to date

In total, 317 volunteer VCEs were trained. From the Highlands project sites there were 144 volunteers (99 women and 45 men) and in Islands project sites, there were 173 volunteers (93 women and 80 men).

Despite initial concerns and lack of experience, all VCEs delivered the four Family Farm Teams training modules to 1,842 other farmers (1,193 women and 649 men). The key to inspiring other farmers' interest was seeing the benefits to the VCEs themselves.

Twenty women VCE leaders and four women area leaders for the Highlands were trained in project planning and management skills, communication, monitoring and evaluation and 'building your leadership from the inside out'. Involvement in the project increased many women's confidence and aspirations. It also led to their communities asking them to speak at community events more often and asking them to assist in resolving community conflicts.

The community has changed. When they noticed what we are doing, they started to copy our actions and everything from our lifestyles to garden work.

Female VCE, Western Highlands

⁴⁷ This new objective was added following the mid-term review.

In the past we never saw ladies as leaders – we are hardworking people – the project has opened up our eyes to see women as leaders.

Male leader, Eastern Highlands

Twenty-two women and 22 men from Bougainville attained University of Canberra Leadership Certificates in September 2018. An additional 46 women attended leadership training in New Ireland, including community women and three New Ireland Provincial Department of Primary Industry staff.

Additional training by local providers was delivered to VCEs and additional male members of their families.

Topics included sustainable livelihoods, book-keeping and financial literacy. These have strong synergies with the family team modules and crop and poultry production techniques.

Evaluation of the Highlands project sites found most VCE families increased their usual income by selling food and diversifying their incomes. Since participating in the project, 90 per cent of VCEs reported regularly budgeting and 15.2 per cent reported saving. As a result of MiBank training for project members to become local bank agents, 35 new bank accounts were opened. Of the 32 per cent of VCEs with bank accounts, 34 per cent had used their account in the month before the evaluation survey.

The evaluation of the Highlands sites found that before participating in the training, most farmers said they did ‘very little’ decision making about money with their partners. Afterwards, a majority reported that they ‘always’ made joint decisions.⁴⁸

The University of Canberra and CARE conducted a research project to identify the factors required for the Family Farm Teams model to become a sustainable and scalable approach to development in Papua New Guinea. A ripple effect mapping methodology was used for this study. The process required bringing project participants and community members from the first project together in a one-day workshop to investigate the impact that the family-based approach has had in the community, four years after the training had been completed. There were two main themes that emerged from this study that were central to change. First, working as a family and secondly, practising better farming. In all sites, more than half the participants mentioned ‘families working together’ as an integral part of the positive changes observed.

To increase the scalability of the Family Farm Teams training, the University of Canberra has developed a three-day training of trainers package and provided lists of ‘registered’ Family Farm Teams Trainers with explanation of different levels of registration on the University of Canberra’s [Family Farm Teams project website](#). As at 1 March 2019 there were 15 Level 1 registered trainers in eight provinces and 12 Level 2 registered trainers in Western Highlands. All VCEs who received a full certificate of completion will be added as Level 3 trainers.

In addition, a one-day training package on working as a family team to plan farm businesses has been designed for agricultural supply businesses. It will help local farmers create equitable and effective small family businesses. The Family Farm Teams modules have been adapted for communities where fishing is the main income source and there is little land available for gardens.

The Family Farm Teams training and approach is being integrated into other ACIAR Transformative Agriculture and Enterprise Development Program projects including the Bougainville Cocoa Project, the PNG Cocoa project and the Sweet Potato Project. A three-day intensive Family Farm Teams training of trainers workshop was developed in partnership with the ACIAR Bougainville Cocoa Project that can be delivered by advanced VCEs. In October 2018, 38 trainers attained certificates from this course.

We never imagine that such a project will bring changes to our community, but we are happy that we support it and now we can see the change. We never budget our money, we do not know how to use it wisely, we bought anything we wanted to buy and at the end we will be left with no money at all. We now know how to budget our money and we look forward to saving whatever we can with the agent. Now the agent is here, and we can save and develop our living standard.

Male VCE leader, Western Highlands

⁴⁸ Pamphilon, Mikhailovich, Gwatarisa and Harri. Highlands Hub Report: Developing farming families through training and development activities, 2017.

Another aspect of the project was support for teachers to incorporate agriculture messages and lessons into primary schools. Just over two thirds of primary-aged children are enrolled in school, but half will drop out by Year 6. There is a small window of schooling to prepare children for their future lives and engage them in formal education. Rural primary school teachers are well positioned to ensure that children are educated for a future as rural producers.

The University of Canberra and Pacific Adventist University developed professional learning materials to support Family Farm Teams training. These included five teaching videos, culturally relevant teaching materials, assessment tasks and agricultural information sheets. They also included livelihood videos (making sweet potato bread, making soap, making peanut butter), the 'Maria' books and associated posters.

The materials were launched in August 2018 by the Provincial Education Adviser in East New Britain and by the Chairman and Chief Executive Officer of the Papua New Guinea Science and Technology Council in Port Moresby. The materials are disseminated on SD cards for ease of distribution and use by rural teachers. These materials can be found on the project website <https://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program/teachers-resources>

The project contributes to the *Pacific Women* Papua New Guinea intermediate-term outcome of family, community, public and private sector attitudes and actions increasingly support women's economic empowerment. It contributes to women having increased knowledge, skills and confidence to successfully undertake formal and informal economic activities.

Plans for January to June 2019

The project will finish in March 2019 and activities finished in December 2018. The Islands Reports and Final Project Report will be finalised. Workshop guides are being developed for the one-day training package; the facilitator guide for the intensive three-day training of trainer package; and the adaptation of Family Farm Teams for fishing communities. The project is also developing with the Pacific Adventist University a financial literacy manual for people with low literacy, and a PNG photo-language kit. An impact evaluation of the teacher training materials will take place in 2019.

ACIAR is separately supporting the development of a new project, which includes an objective of accrediting the Family Farm Team trainers under the Community Development Workers standards, developing a VCE national network, and exploring how the Family Farm Team modules can be integrated into primary, high school, and university curriculums.

Lessons learned

Family and farms are linked and can be supported together. They combine economic factors but also a range of other 'hidden' factors, including environmental, reproductive, social and cultural ones. For most small family producers, the idea of managing and organising farm activities is new. There are significant gains to be made by supporting the family farming approach more effectively. The Family Farm Teams approach equips farmers to take a more gender equitable structural approach to their farm and to help structure their daily farming activities.

In-depth research to identify what is required for the Family Farm Teams model to become a sustainable and scalable approach in Papua New Guinea found that for women to be economically empowered and to achieve more balanced development, the family approach to learning is fundamental.⁴⁹

Findings also demonstrated that practising better farming is central to learning. Of the trained participants, 60 per cent said they were 'doing' or 'practising' the concepts. Upon seeing results, they were able to fully understand the concepts. Those participants in the study who were not directly trained, indicated they started to enquire or apply new techniques for themselves when they saw the farming benefits. This research shows effective gender-inclusive agricultural extension is key to improving productivity and increasing farmers' knowledge and understanding of farming.

⁴⁹ Gloria Nema, 'Opening our family's eyes': The PNG 'Family Farm Teams' research report, CARE and University of Canberra, 2018.

I did not sit for the training but learned from the stories my neighbour told me. When I saw the result in my garden I was happy. Other women gardening next to me copied what I did, they never asked me but just imitated the way I planted my crops. Later when they approached me I took them to my neighbour, so she could share what she learnt with them.

Female farmer

Evaluation surveys indicated a deeper understanding of gender issues in agricultural families and in agricultural agencies following the training.

This project involved rural and remote farmers and women and men with low levels of literacy. The issue of the most effective way and language to use to support the transfer of knowledge was a sub-project. When asked, farmers admitted that the English terms in manuals were often hard to understand and to interpret into their own language, causing confusion. The researchers worked collaboratively with VCEs to develop clear definitions of key agricultural and training terms. Manuals were adapted to use a restricted and easily translatable vocabulary, to include a glossary and to avoid what farmers described as 'expensive English'.⁵⁰

This lesson is relevant to all capacity development projects working with communities where English is one of multiple

languages and literacy and education levels are low. A recommendation from the research is that time, expertise and attention be given early in capacity building projects to ensure that the language used between trainers and participants is easily understood. Manuals should avoid jargon, idiomatic phrases, academic language and words or phrases that are not easily understood by speakers of Papua New Guinea English. Attention should be given to methods such as role plays or games to explore complex ideas and to develop a shared understanding of the meaning of terms. This should be encouraged between trainers across different projects.

Main barriers

The 'Opening our Family's Eyes' research report⁵¹ identified the following main challenges and barriers:

- Difficulty in accessing bigger and formal markets where cash and food crops can be sold in large quantities for a better price and high market saturation or lack of diversification of crops for sale.
- Both women and men noted a fear of being seen differently by community members or peers as a challenge to changing gender roles.
- Cultural obligations affect families' ability to save. Men noted the importance of obligation in security for their families' futures. Women mentioned the danger of sorcery-related accusations if they did not contribute to customary obligations.
- Shortage of land or lack of access to land limited the ability of farmers to practice the better farming techniques. Women in polygamous marriages identified this as a significant barrier.
- Climate change was identified as another barrier to better farming as the recent El Nino drought had damaged 80 per cent or more of the farmers' cash and food crops.

⁵⁰ Jo Caffery and Deborah Hill. Expensive English: an accessible language approach for Papua New Guinea agricultural development, Development in Practice, 2018. DOI: 10.1080/09614524.2018.1530195

⁵¹ Gloria Nema above note 49.

9.4 Creating an Entrepreneurial Ecosystem for Women in Papua New Guinea

Project Partners:	Center for International Private Enterprise and The Difference Incubator
Total Funding:	\$3,072,312
Funding Timeframe:	October 2015–September 2020 (2 phases)
Funding Sources:	\$765,104 (United States Government, Phase 1: October 2015–September 2017) \$1,934,887 (<i>Pacific Women</i> Papua New Guinea, Phases 1 and 2) \$361,310 (Australian Government Economic Governance, Phase 2) \$11,011 (revenue and in-kind during Phase 2)

Overview

The Center for International Private Enterprise has established a Women’s Business Resource Centre (the Resource Centre) in Port Moresby to help women start and successfully manage their own businesses. The project also works with local universities to incorporate ‘entrepreneurship’ in the curriculum. The project provides technical assistance to women’s business organisations to enable women’s economic advocacy in partnership with the William Davidson Institute at Michigan University.

In Phase 1, the project worked closely with the separately funded WECREATE Challenge.⁵² Both projects aimed to create an entrepreneurial ecosystem – the supportive conditions – for women in Papua New Guinea to seize economic opportunities and to start and run businesses.

The Women’s Business Resource Centre officially opened in November 2016. The centre offers mentoring for businesswomen, entrepreneur masterclasses and regular sessions, including ‘Finance Fridays’ on financial literacy and ‘Website Wednesdays’ on website utilisation and digital marketing. The Resource Centre has a child care facility, internet and computer facilities and rooms for training, workshops and information sessions. The Resource Centre is available for hire, with the aim of developing its own revenue stream and becoming a self-sustaining organisation.

During Phase 2, additional funding to The Difference Incubator is supporting the Resource Centre to develop and implement a business plan to achieve greater financial sustainability and strengthening its ability to support businesses to assess and redesign their businesses.

By supporting women to increase business knowledge and establish and succeed in business, the project contributes to achieving Goal 1.7 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for women’s economic empowerment. In particular, it contributes to strategy 1.7.16 to increase women’s access to economic opportunities.

Aims and objectives

The project objectives are:

- Increase women’s access to resources for economic empowerment such as training, mentoring and rights awareness via a walk-in business centre.
- Set the Women’s Business Resource Centre on the path towards long-term self-sufficiency.
- Educate Papua New Guinean university students through formal entrepreneurship instruction.
- Develop participatory formative and summative evaluations to capture lessons learned and improve service delivery.

Cumulative outcomes to date

The project is on track to meet its objectives. Since opening, 1,312 women have received training and support, including in marketing, financial management and branding, through the Resource Centre. It is building a reputation as a place to access practical business support.

During the reporting period the Women’s Business Resource Centre celebrated its second anniversary. The centre continues to provide a variety of training, networking and mentorship opportunities for women of all

⁵² *Pacific Women* funded activity completed in May 2017.

backgrounds. A draft business plan has been completed and will contribute towards the longer-term goal of making the Resource Centre self-sustainable.

In a survey of 304 women who use the centre, 71 per cent of returning visitors indicated that they have used the information they learned from their previous visit to the Resource Centre. Additionally, 93 per cent indicated satisfaction in the training they received. Sixty-four women reported that they had already started small businesses. They continue to visit the Resource Centre to learn how to attract and retain new clients, prepare businesses to be export-ready, manage staff and register their business. For first-time visitors, 61 per cent came to the centre on their own, indicating that the Resource Centre continues to build a reputation for safety and accessibility.

The Women's Business Resource Centre has established a reputation of being inclusive for women of all backgrounds and for being a safe and accessible space to access tools and resources to implement business ideas. This has resulted in a continued increase in user access. The centre's reputation is largely spread by word-of-mouth. Linked to the increase in user access is the Resource Centre's approach of using feedback to improve its services. The centre has modified training to cater for women with lower literacy and is translating its resources into *Tok Pisin*. In addition, the new Centre website under development will be coded accessible for people who are visually impaired.

The Resource Centre has participated in joint planning and events with the Business and Professional Women's Club of Port Moresby and joint advocacy activities such as drafting white papers and policy responses. These have strengthened women's business connections and influence.

The project has worked with three universities to develop entrepreneurship curriculum. Divine Word University has developed a Master of Business Administration entrepreneurship specialisation program and curriculum. The Pacific Adventist University's entrepreneurship curriculum will be offered in the 2019 academic year. By November 2018, 14 students had registered for the new undergraduate double major in accounting and entrepreneurship. The University of Papua New Guinea submitted an entrepreneurship broadening course to the School Committee for approval. However, it became apparent that the university does not have the resources to implement the new entrepreneurship course developed and could not obtain academic approval for the new course. The Center for International Private Enterprise and the Economic Governance and Inclusive Growth Partnership⁵³ are exploring alternatives with the university.

The project added a fourth university, Institute of Business Studies University, to the entrepreneurship curriculum program. The Center for International and Private Enterprise provided tailored training workshops to Pacific Adventist University, the Institute of Business Studies University and the University of Papua New Guinea on entrepreneurship pedagogy, case methods teaching, and accelerator development.

Through these activities, the project has contributed to the *Pacific Women* Papua New Guinea intermediate-term outcome of women having increased knowledge, skills and confidence to successfully undertake formal and informal economic activities.

Plans for January to June 2019

Divine World University will roll out the Master of Business Administration specialisation in entrepreneurship that was developed with technical assistance from the Center for International Private Enterprise.

Lessons learned

The mentorship program was not as successful as hoped in its first phase. Some of the mentors found it difficult to commit the necessary time to the role. A lesson learned was that the mentor-mentee pairs needed more structure. In October 2018, the mentorship program was re-launched with a new cohort of eight mentor-mentee pairs. The Center for International Private Enterprise hosted the launch event with the mentorship pairs and outlined guidelines and expectations. Going forward, there will be regular mentorship events to provide structure to the program and provide time for the mentoring to occur.

⁵³ Another Australian Government funded project.

Main barriers

There is an increasing demand by users of the Women’s Business Resource Centre for training in more diverse topics. Users have requested training in accounting, sales, human resources management and information technology. To meet the demand and to address the challenges of only using outside trainers, the Center for International Private Enterprise plans will hire its own part-time trainer.

9.5 Kirapim Kaikai na Maket, Tsak Valley

Project Partner:	Community Development Workers Association Inc.
Total Funding:	\$91,745
Funding Timeframe:	September 2016–December 2020
Funding Source:	<i>Pacific Women</i> Papua New Guinea

Overview

The *Kirapim Kaikai na Maket* project was developed following a needs assessment and subsequent recommendations on how *Pacific Women* could support the women of Tsak Valley, Wapenamanda District, Enga Province. The needs assessment identified agriculture and livestock, including food production and marketing, as the foundation for increasing incomes and jobs and improving sustainable livelihoods in Tsak Valley.

The project supports the Tsak Rural Women’s Empowerment Foundation, a local women’s group, to set itself up as a self-sustaining income generating group. Support is given through trainings that aim to improve members skills in the production of resilient cash crop, leadership and management, and basic business and accounting.

The project uses an action learning cycle to support members to plan for crop yields, practice new gardening techniques, and reflect on gardening outcomes to improve gardening.

This project was developed with complementary support provided by the Papua New Guinea Minister for Foreign Affairs and Trade and the District Member for Wapenamanda.

In December 2018, the project ended its first phase. It begun a second phase in 2019.

By supporting women to increase their crop production, the project contributes to achieving Goal 1.7 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for women’s economic empowerment. In particular, it contributes to strategy 1.7.16 to increase women’s access to economic opportunities.

Aims and objectives

The project aims to support Tsak women to increase production resilience, in order to reliably produce surpluses that they can market through a network of women’s associations. This will increase their access to income.

The project has two key objectives:

- To improve the current food and cash crop production practices of Tsak women.
- To improve the leadership and management skills of the Tsak Rural Women’s Empowerment Foundation.

Cumulative outcomes to date

In October 2016, an initial garden assessment workshop was held with 191 members (189 women and two men) of the Tsak Rural Women’s Empowerment Foundation. The workshop covered topics on the effect of crop production practices on soil and fertility, climate change and adaptation for building resilient crops. It discussed the potential for women to produce surplus crops for economic activities.

Following the workshop, 100 members were trained on soil amelioration and soil fertility loss to improve crop yield. Participants at the training were taught methods of soil water management, soil fertility practices, the types and benefits of animal manure and plant compost and pest and disease management.

Since 2016, five follow up visits were conducted with 113 members (95 women and 18 men) to provide support and record soil loss and yield measurements. At the end of December 2018, soil run-off measured in 10 gardens showed that farmers can save up to four tonnes per hectare by using erosion barriers. Previously, no methods for saving soil run-off were used.

Members reported that using organic pesticides such as tobacco, chilli and ginger are an effective and cheap way to reduce insect pests in gardens. Over the two years that the project has run, members have diversified their food and cash crops with climate resilient crop seeds supplied by the National Agriculture Research Institute. The project has introduced crops including cassava, African yam, soy bean, pea and broad bean. Members of the group have been planting more carrots, brassicas, onions and other traditional high value crops to raise income for ward groups and themselves, as well as for personal consumption.

Groups within the Foundation are currently producing vegetables and selling in the Tsak Valley where markets are saturated. In May 2017, the project conducted a brief survey of potential markets within Tsak Valley and Wapenamanda. Of the five markets surveyed, four were schools and one was a business. Three of the schools indicated some interest in purchasing vegetables.

In October 2016, participants mobilised funds to legally register the Tsak Rural Women Empowerment Foundation with the Papua New Guinea Investment Promotion Authority. They opened a group bank account. Since then, 24 women members have attended trainings on basic book keeping, 261 members (259 women and two men) attended a leadership and management training. Sixteen members (10 women and six men) were supported to attend CARE's family business management training, 31 members (27 women and four men) have attend a conflict resolution workshop and five literate members (three women and two men) were trained on preparing business plans. Additionally, in April 2017 and again in May 2018, the project coached a key member of the group on the process of preparing a business plan to seek a loan from the National Development Bank on behalf of the group. This work is ongoing.

In 2017, members improved their budgeting. Bookkeeping assisted Foundation members to plan, save and build their resource centre. The Foundation is keeping records of Foundation meetings and accounts for the first time. Leaders of ward groups, Foundation leaders and others that received the basic book-keeping training have reported improvement in this area.

Foundation members have reported an increase in confidence to take on leadership roles and have improved conflict resolution skills. Members have used some of these skills to help solve conflict within families and women's groups and even within the community during volatile situations. Male family members and others in the community have reported having more respect for women Foundation members who have stepped up to resolve conflict in sensitive matters.

'I am very grateful to give my report to you all, because I was nothing before in speaking in public, but after the Management and Leadership Workshop, I got power to speak with peace in two different problems that arose in my community. One story – a pig entered a garden and destroyed a garden and the owner of the garden killed the pig. The two sides had an argument so I went and mediated the problem and stopped the argument. They both reconciled in peace. Thank you for training me.' Veronica Paul, Pitipais Ward.

The project contributes to the *Pacific Women* Papua New Guinea intermediate-term outcome of women having increased knowledge, skills and confidence to successfully undertake formal and informal economic activities.

Plans for January to June 2019

The project will build further on post-drought food security and resilient food cash-crop production. The project will undertake yield assessments and soil saving trials to validate the new sweet potato planting techniques and the practice of mulching and composting in general. The project will trial contour hedgerows to determine whether this technique of sustainable gardening is suitable for the Tsak Valley.

The project will run a basic business planning workshop for Foundation members. A literacy school will be set up to develop the skills and confidence of illiterate Tsak women, so they can access and confidently participate in vegetable marketing.

The project has identified a new site in the Bena District of Eastern Highlands Province. The project will work with the Safanaka women's group to facilitate similar trainings to those conducted with the Tsak Rural Women's Empowerment Foundation. It will train the women's group on gender-based conflict resolution and drought adaptation. This will equip members for better environmental care and economic empowerment. The project will provide basic accounting training, focusing on the priority enterprises of pineapples and baking.

Lessons learned

More time is needed to deliver services effectively to women who have low levels of literacy. Practical demonstration has proved the best teaching approach. Most women understood the techniques for improving productivity better when they saw them in action.

The poor performance of clean sweet potato varieties indicated a need to set up a multiplication plot where new varieties of crops can be grown and tested for suitability. The plot can also be used as a demonstration plot for local community members and for bulking up planting materials and seeds for further distribution.

More collaboration with other organisations, such as CARE, is needed. This will support the project where capacity is lacking to carry out other training that are relevant for Tsak women.

Main barriers

Limited number of staff and their capacity to effectively carry out project activities has meant that some activities have been delayed.

Low literacy remains a major issue for women in the project. Literacy and numeracy are necessary for farmers to record earnings from vegetable sales.

9.6 Safe and Prosperous District: Linking communities to markets for secure livelihoods

Project Partner:	UN Women
Total Funding:	\$1,000,000 ⁵⁴
Funding Timeframe:	July 2018–May 2019
Funding Sources:	\$1,000,000 (Australian Government's Gender Equality Fund)

Overview

The Safe and Prosperous District project builds on UN Women's experience in preventing and responding to sexual harassment and sexual violence against women and girls in public spaces. It draws on lessons from the Port Moresby: A Safe City for Women and Girls Program,⁵⁵ which is a founding project of UN Women's Safe Cities and Safe Public Spaces Global Flagship Initiative.

An estimated 85 per cent of employment opportunities in Papua New Guinea are in the agriculture sector. They provide significant opportunities for both women and men to participate in the country's economic growth. However, endemic gender-based violence in markets and public transport systems poses barriers for women and girls to access these opportunities. There is an absence of women's decision making in the administration and management of these public spaces. This lessens the potential impact that markets could have on women's ability to earn and control income and contribute to the economic development of Papua New Guinea.

This project is undergoing a full design process. It is anticipated that it will be implemented simultaneously across four districts in East and West Sepik (Wewak, Yangoru Saussia, Maprik and Nuku). The project's key partnership includes District Development Authorities in the Sepik and East Sepik Provincial Government.

⁵⁴ UN Women is seeking additional funding for the project from the Government of Papua New Guinea which requested assistance, from the Australian Government and other donors.

⁵⁵ *Pacific Women* funded activity. See Activity Summary 10.1 Port Moresby: A Safe City for Women and Girls Program.

The project contributes to the *Pacific Women* Papua New Guinea's intermediate-term outcome of public and private sector partners having established policies, practices and programs that enable women's economic empowerment and safe working conditions for women.

By promoting safety of women and girls to access and participate in markets, the Safe and Prosperous District project contributes to achieving Goal 1.7 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for women's economic empowerment. In particular, it contributes to strategy 1.7.16 to increase women's access to economic opportunities.

Aims and objectives

The project focuses on improving women's ability to earn and control income in safe, prosperous markets. It aims to improve transport safety and efficiency so that women and girls can access markets and other essential services like health and education, without fear of violence.

The specific objectives will be refined during the design process but are expected to be similar to:

- Enhanced capacities of government duty bearers and other stakeholders to improve women's influence and their economic and physical security in markets and public transport.
- Reformed by-laws, regulations, systems and mechanisms to increase economic opportunities and prevent and reduce violence against women in public spaces and public transport.
- Transformative behaviour changes among markets and public transport users to support, articulate and advocate for women's and girls' rights to greater economic opportunities and access to other essential services.
- Gender-sensitive infrastructure and social planning measures to improve women's status and their economic empowerment, and to address women's and girls' safety in public spaces.

9.7 Safe Public Transport – *Meri Buses* in Port Moresby and Lae

Project Partner:	Ginigoada Foundation PNG Inc
Total Funding:	\$836,356
Funding Timeframe:	November 2018–April 2021
Funding Source:	<i>Pacific Women</i> Papua New Guinea

Overview

The Safe Public Transport – *Meri Buses* in Port Moresby and Lae project builds on the Safe Public Transport for Women, Girls and Children project that UN Women implemented in Port Moresby between 2015 and 2018.⁵⁶ As part of that project, UN Women provided technical support and two buses to Ginigoada Foundation PNG Inc (Ginigoada Foundation) to enable the expansion of the *Meri Seif Bus* women only free-to-ride services. Ventura Bus Lines donated four additional busses. Through sustained engagement with the Road Traffic Authority and other stakeholders, UN Women supported Ginigoada Foundation to obtain Public Motor Vehicle licenses to establish six *Meri Bus* women-only fare-to-ride services in Port Moresby.

Throughout the initial phase, Ginigoada Foundation and the women-only bus services were connected to the global UN Women Safe Cities initiatives. Benefits of this included access to experience, technical support, toolkits and global recognition. Under this project, Ginigoada Foundation and UN Women will continue to work collaboratively through separate funding arrangements to sustain a safe public transport system in Port Moresby and to expand women-only bus services to Lae, Morobe.

By promoting women and girls' access to safe transport, the Safe Public Transport Project contributes to achieving Goal 1.7 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for women's economic empowerment. In particular, it contributes to strategy 1.7.16 to increase women's access to economic opportunities.

⁵⁶ *Pacific Women* funded activity. See Activity Summary 10.6 Safe Public Transport for Women, Girls and Children.

Aims and objectives

The project aims to support greater safety, reduce fear and increase mobility for women and girls accessing public transport in Port Moresby and Lae. The project has one objective:

- Provide safe buses for women and girls in Port Moresby and Lae.

Cumulative outcomes to date

The project currently has 10 buses in operation. Four *Meri Seif Buses* provide a free-to-ride service and six *Meri Buses* provide a fare-to-ride service. Both services provide transport services for women along selected routes. School aged children also access the services.

In the first two months of the direct support, the four *Meri Seif Buses* and five of the six *Meri Buses* provided 24,597 safe and reliable services for women and children in Port Moresby city.

The project contributes to *Pacific Women* Papua New Guinea's intermediate-term outcome of legislative and policy reforms or practices that protect women and children from violence and protect human rights being implemented in the public and private sectors.

Plans for January to June 2019

The bus services will continue in Port Moresby and Ginigoada Foundation is planning to commence its *Meri Seif Bus* operations in Lae in April or May 2019.

Ginigoada Foundation will review its routes to see if some need to be changed to ensure the service best meets the high demand of women commuters. If so, Ginigoada Foundation will discuss with the Road Traffic Authority options for changing routes.

Lessons learned

The number of commuters accessing the services varies at peak hours during the day and during peak months. Big events in the community may also disrupt regular services. There are more commuters in the morning than in the afternoon for both *Meri Seif Bus* and *Meri Bus* services. The number of school children, especially girls, using the services declined in mid-December due to school holidays.

Main barriers

The *Meri Buses* are old and break down frequently, affecting bus operations. Spare parts are not available locally so must be sourced in Australia. It typically takes up to two weeks for spare parts to arrive in-country.

For the buses to continue operating, Ginigoada Foundation needs steady revenue. One way of getting revenue is through the *Meri Buses* fare-to-ride. Ginigoada is investigating a more reliable and efficient way of tracking revenue for the fare-for-ride service buses to ensure that money is moved securely from the buses to the Ginigoada office.

Ginigoada Foundation women drivers have often been verbally abused by other drivers, particularly Public Motor Vehicle drivers. In addition, young men and boys have tried to access the service, especially during peak hours. To address this, Ginigoada Foundation has hired additional bus crew security.

10 Outcome 3 – Violence Prevention and Response

10.1 Port Moresby: A Safe City for Women and Girls Program

Project Partner:	UN Women
Total Funding:	\$10,984,457 (administered through UN Women)
Funding Timeframe:	December 2010–June 2019
Funding Sources:	\$4,200,000 (<i>Pacific Women</i> Papua New Guinea, February 2013–June 2018) \$1,500,000 (<i>Pacific Women</i> regional, February 2013–December 2017) NZ\$7,000,000 (New Zealand Ministry of Foreign Affairs and Trade, 2012–2019) US\$27,257 (UN Women Australia National Committee, 2015–2017) \$350,000 (Government of Spain, 2010–2012) \$120,000 (UN Women core funds, 2010, 2016)
Additional Funding:	PGK15,000,000 administered by the National Capital District Commission (2014–2019)

Overview

Port Moresby: A Safe City for Women and Girls Program is a founding project of UN Women’s Safe Cities and Safe Public Spaces Global Flagship Initiative. It aims to develop model approaches to prevent sexual harassment and other forms of sexual violence against women and girls in public spaces that are tested, evaluated and disseminated for adaptation and scale-up in similar cities.

The Safe City Project is implemented in partnership with National Capital District Commission Market Division, Gender Desk and Youth Desk to work towards promoting women’s and girls’ safety within the city markets. For women’s security and protection in public spaces and gender-based violence survivors’ referral services, the project works with National Capital District Gender Based Violence Secretariat; Royal Papua New Guinea Constabulary; Human Rights Defenders; and the Koki, Gordons and Gerehu Market Vendors Associations.

UN Women signed a memorandum of understanding with the Department for Youth, Community Development and Religion, the Consultative Implementation and Monitoring Council and the Family and Sexual Violence Action Committee. Under this arrangement, the project supports key programs such as the National Strategy for Informal Economy,⁵⁷ the National Audit on the Informal Economy⁵⁸ and the implementation of the National Strategy to Prevent and Respond to Gender Based Violence.

Since 2015, the project was expanded from Gerehu and Gordons markets to include the Koki and Boroko markets and a safe public transport project (reported separately).⁵⁹ *Pacific Women* provided funding to build safe transit facilities and re-roof the main bus shelter at the Koki market.

By promoting safety of women and girls to access and participate in markets, the UN Women Safe City project contributes to achieving Goal 1.7 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for women’s economic empowerment. In particular, it contributes to strategy 1.7.16 to increase women’s access to economic opportunities.

The UN Women Safe City project contributes to Strategy 4 (Prevention) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025) to improve prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society.

Aims and objectives

The project’s goal is to create a safe city through the reduction of violence against women and girls and empowerment of women in marketplaces. A central objective is to demonstrate how women’s and girls’

⁵⁷ This activity is funded under the UN Women Core Funding and not *Pacific Women*.

⁵⁸ This activity is funded under the UN Women Core Funding and not *Pacific Women*.

⁵⁹ *Pacific Women* funded activity. See Activity Summary 10.6 Safe Public Transport for Women, Girls and Children.

safety can be promoted in markets, which are the most heavily populated locations in city public spaces used by women to conduct business, buy food, connect and network.

The specific objectives of the project are:

- Reformed and enhanced implementation of National Capital District Commission policies, by-laws, budget and systems that translate to prevention of, and protection against, sexual harassment and other forms of violence affecting women and girls and increased economic opportunities for women and youth.
- Enhanced capacities of duty bearers to prevent and respond to violence against women and girls in public spaces.
- Increased respect among market users for women's and girls' rights to a life free from violence.
- Gender sensitive infrastructure and social planning measures are put in place to address women's and girls' safety in marketplaces.

Cumulative outcomes to date

The activity is on track to meet its objectives. The project has supported the National Capital District Commission establish its 10-year markets strategy, market policies, by-laws and a market operation manual. The project introduced monthly meetings which provided a space for vendors to advocate for their rights with market management, police and other duty bearers, and to recommend improvements.

There are 77 women executives in the 16 vendor associations in four markets. The model will inform the National Strategy for Informal Economy aimed at organising Papua New Guinea's informal economy developed by the Consultative Implementation and Monitoring Council and the Department for Youth, Community Development and Religion.

Women vendors' and customers' safety has been improved in the Gordons, Gerehu and Koki markets. This has included improvements to market infrastructure, increasing the voice of women vendors in market operations and providing gender training to market staff and security personnel.

Through the active participation and engagement of women in market operations and management, four women were elected as executives of the newly established Koki Market vendors' association. This ensures women vendors' perspectives are included in decision making processes. This has been a success for Koki Market, which was historically managed by men.

A new market fee payment system has led to improved space management and addressed fee extortion. Induction for 150 vendors (141 women and nine men) has made them more aware of their rights and responsibilities with respect to market fees. Market fees collected from 210 vendors using the new payment system at Boroko Market increased National Capital District Commission's market revenue by over 90 per cent in six months and decreased extortion and standover tactics.

Training in the safety aspects of food handling for 73 vendors (66 women and seven men) has enhanced capacity to maintain required food hygiene standards. 'Start and improve your business' training has enhanced the entrepreneurial skills of 151 vendors (135 women and 16 men). A two-week intensive training for 120 women vendors has improved their communication, literacy and numeracy skills. There is increased awareness of HIV prevention through sessions with 351 vendors (173 women and 178 men).

UN Women developed a toolkit on the Community Referral and Mentoring Service, where the National Capital District Gender Based Violence Secretariat and Human Rights Defenders together worked on improving referrals for survivors of violence. This referral system was based on lessons learned from eight years of project implementation. These toolkits aim to enhance the capacity of duty bearers to prevent and respond to violence against women and girls in public spaces.

UN Women brought together 40 gender-based violence stakeholders from four provinces to discuss a standardised information management system to improve case management for survivors of violence and facilitate better coordination of service delivery. Sixty survivors of gender-based violence – mostly market vendors – have accessed referral services and received specialist care from service providers across the city.

UN Women behaviour change campaign *Sanap Wantaim* underpins the Safe Cities Program and aims to mobilise men and boys to end violence against women and girls. This campaign has exposed over 15,000

youths to key messages on equal rights, consent, ending sexual harassment and promoting a safe city. A total of 20 young leaders have emerged from this campaign and are now taking leadership roles in advocating for a vision of a “New Normal” in Port Moresby city.

UN Women has also recently completed a national audit of the informal economy. The audit involved over 6,000 phone interviews and 1,800 face-to-face interviews in six provinces. It has provided key information on the scale and characteristics of the informal economy in Papua New Guinea to inform policy development and action.⁶⁰

The project contributes to *Pacific Women* Papua New Guinea’s intermediate-term outcome of legislative and policy reforms or practices that protect women and children from violence and protect human rights being implemented in the public and private sectors.

Plans for January to June 2019

The project is due to end in June 2019. A final stakeholders’ workshop will be held in the first quarter of 2019 to share results from the impact evaluation. Workshop participants will share knowledge products and toolkits developed from consolidated lessons learned.

The project will support the final stages of the Gordons market construction, due to be completed in the first quarter of 2019.

Lessons learned

The process of planning and designing safe public spaces for women and girls should be collaborative. All urban partners, including women, grassroots and other community actors need to contribute to make the physical features of public spaces safe women and girls. The best way to ensure that spaces are welcoming to women and girls is to consult with women and girls who are the intended users of a space.

The success of the project and ongoing support for it can be attributed to the National Capital District Governor’s commitment and vision for a safer Port Moresby. Unless there is political ownership, it can be difficult to gain the support of government to create safer cities for women and girls.

The computerised system for market management and ticket sales adds value when it is implemented appropriately. What started as a payment system project evolved into a bigger market management project. This shows the need for space management, improved market facilities, market middle level management, improved clerk capacity and increased vendor financial literacy. While management, clerks and vendors feel positive about the system in general, continued support to National Capital District Commission Market Division is needed to change the way fees are collected and markets are managed.

Because the fee collection system introduces an entirely new way of managing the market (linking fees paid to actual spaces occupied), more onsite support is needed for clerks and vendors. In the first pilot, UN Women mainly provided training support on the IT system and for the initial roll-out. Later, without support, clerks reverted to the old way of collecting daily fees at gate. For the second pilot, the training for vendors and clerks was more intensive, with onsite support for resolving space and computer issues several times during the week.

Main barriers

The National Capital District Commission and other government partners were constrained by preparations for the APEC meetings as well as the limited government budget in 2018. Planned activities could not be implemented and often required additional support from UN Women.

Engaging vendors at Boroko Market on project initiatives required significant engagement because many vendors were new to the project. Vendors and security guards needed repeated clarification on the role of UN Women, the partnership with National Capital District Commission and the desired outcomes of the project, to manage their expectations.

⁶⁰ This activity is funded under the UN Women Core Funding and not *Pacific Women*.

Gender norms that perpetuate violence are ingrained in the structures of society. It will take a long time for behaviour change that leads to respect for women in public spaces.

Despite markets becoming safer and the widespread campaign against violence, the lack of safety of women and girls outside markets is still a major issue. UN Women plans to consolidate the work undertaken with young people under the *Sanap Wantaim* project and strengthen the rigour of campaigning by increasing the skills of young people.

10.2 Responding to Gender Based and Sorcery Related Violence in the Highlands

Project Partner:	Oxfam International Papua New Guinea
Total Funding:	\$5,180,644
Funding Timeframe:	May 2014–June 2019 (2 phases)
Funding Sources:	\$3,294,517 (<i>Pacific Women</i> Papua New Guinea, Phases 1 and 2) \$1,340,207 (Australian NGO Cooperation Program, FY2017) \$507,386 (Oxfam Australia and New Zealand, FY2017) \$38,534 (British High Commission Port Moresby, FY2017)

Overview

The project Responding to Gender Based and Sorcery Related Violence in the Highlands sits within Oxfam's Gender Justice program in Papua New Guinea. The project started in the Highlands to respond to sorcery accusation-related accusations and gender-based violence, by providing repatriation and reintegration support and crisis services to survivors. The first phase demonstrated that repatriation and reintegration is a viable pathway out of violence, and as a result, the approach has been expanded nationally.

The *Pacific Women* grant funds four Oxfam partners: Kafe Urban Settlers Women's Association (Eastern Highlands Province), Kup Women for Peace (Simbu Province), Highlands Women Human Rights Defenders Movement (Highlands Provinces) and Family For Change (East Sepik Province). This report focuses on activities of these four partners. Oxfam's Gender Justice program also works with seven other partners. The Gender Justice program is structured around three interlinked and interdependent pillars of work: primary prevention; crisis support services; and advocacy and awareness.

Partners' primary prevention activities include conducting community awareness and education, advocacy and supporting community action. They use toolkits developed by *Pacific Women* partners such as the Family Sexual Violence Action Committee survivor advocacy toolkit and developed the Communicating the Law Toolkit with *Pacific Women's* Queensland University of Technology partners. Local Oxfam partners lead the *Inap Nau* campaign that promotes peaceful conflict resolution at the household level by changing the behaviour of youth, local leaders and influencers of youth.

The project contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

The Responding to Gender Based and Sorcery Related Violence in the Highlands project contributes to Strategies 2 (Research), 3 (Response) and 4 (Prevention) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improve collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts; quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence; and to improve prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society.

Aims and objectives

This project, and the broader Gender Justice program, seeks to ensure that women, men and children live free from violence in a society where everybody is considered equal and their rights are respected.

The project objectives are:

- Positive changes in attitudes, behaviours and norms associated with gender-based violence and sorcery accusation-related violence.
- A whole-of-system approach that coordinates quality crisis support services that are adaptive to the needs of survivors.
- Partners are able to better access and mobilise government funds for their programs and services.
- Duty bearers have better policy and practice to address and prevent gender-based and sorcery accusation-related violence.

Cumulative outcomes to date

The project provides crisis support and assistance in a context where government presence and services are very limited. Since July 2014, Oxfam's *Pacific Women* funded partners have provided crisis support services and repatriation and relocation services to 3,362 people (2,381 women and girls and 981 men and boys). Since July 2018, 407 clients (323 women and girls including 22 with disability and 84 men and boys including two with disability) accessed services including counselling, paralegal support, mediation, safe house accommodation and repatriation and reintegration. The high number of people living with disability accessing services was the result of partners being trained on disability inclusion. Of the 47 cases supported through the repatriation and reintegration services, 15 were for survivors of sorcery accusation-related violence and 32 were for extreme gender-based violence.

In the past year, communities supported by project partners have made significant progress to address violence against women. Kafe Urban Settlers Women's Association organised two meetings to address the issue of violent roadblocks on the Barola road. The Barola section of the Highlands Highway in Eastern Highlands Province is notorious for roadblocks accompanied with harassment, physical and sexual violence. Seven community leaders representing the seven Barola clans attended the meetings. As a result, five community leaders mobilised their communities, apprehended eight gang members and handed them to the police.

Oxfam and Kafe Urban Settlers Women's Association met with police to enable the reintegration of a sorcery accusation-related violence victim to Enga. The Enga Provincial Police Commander in committing to manage sorcery accusation-related violence cases in his province, instructed that an interim protection order be issued to the community before the survivor was reintegrated into her community.

The community healing and rebuilding initiative is targeted at older women and men aged 34–60 years and young women and men aged 18–34 years. Participants openly discuss issues related to violence against women in an enabling environment which stresses confidentiality.

The Highlands Women Human Rights Defenders Movement partners met with the Deputy Human Rights Commissioner visiting from New York in August 2018. This contributed to the Prime Minister endorsing the establishment of a Human Rights Commission in Papua New Guinea.

Partners are supporting community education and action using toolkits developed by *Pacific Women* Partners. The Communicating the Law toolkit was developed by Oxfam, the Queensland University of Technology and the Department of Justice and Attorney General. It guides community and local stakeholder education on sorcery accusations and gender-based violence legislation. The Kafe Urban Settlers Women's Association has started using components of the toolkit to reach a wider audience.

Family for Change used the Family Sexual Violence Action Committee survivor advocacy toolkit in its work with Turubu district's (East Sepik Province) ward development committees. This has contributed to Yamben and Manuara communities developing by-laws. These by-laws support the recognition of women's rights in their communities. Since their introduction, the village courts have observed a decline in violence against women.

Community awareness, outreach and advocacy has reached 66,665 people (30,332 women and girls, 33,834 men and boys, plus 2,499 people at a Human Rights Film Festival and an *Inap Nau* campaign event).

The partner-led *Inap Nau* campaign targets youths aged 13–25 years. It rolled out gender sensitisation packages in early 2018. Since then the *Inap Nau* campaign has gained in popularity. The National Youth

Authority has started working with promising youth in Popondetta in Oro Province since introducing the campaign.

The project contributes to the *Pacific Women* Papua New Guinea intermediate-outcomes of women and girls, and men and boys, and communities acting to address violence against women and quality services continuing to expand and resulting in more survivors of violence accessing services and reporting violence when it occurs.

Plans for January to June 2019

The project will continue to work under the three pillars of: prevention, quality case management and referral, and influencing.

Oxfam will also focus on building partner institutional capacity to strengthen governance, finance and project management. This will include a review of Phase 1 and training and roll out for Phase 2.

Networking opportunities are being negotiated by the Highlands Women's Human Rights Defender Movement Regional Co-ordinator. These will connect and strengthen the group through exposure, networking and communicating with other Pacific Island Countries in 2019.

Lessons learned

Oxfam developed a client monitoring tracker to assess the success or otherwise of repatriation and to address the loss of contact with people relocated. The repatriation and reintegration case management officer actively monitors cases referred to Oxfam, to check on the progress of clients. Oxfam receives a large number of referrals and it was previously been very difficult to keep in contact with clients.

Main barriers

Delays in report submissions from project partners are caused by circumstances beyond their control, such as electricity interruption, no network coverage, tribal fights and political unrest. Oxfam's program officer and program quality teams provide intense and ongoing support to partners during the reporting stage of the project.

There were delays in project implementation due to the late release of the third quarter 2018 tranches to partners. The funding was delayed because partners' reports were not received on time or did not adequately address issues raised by Oxfam. Oxfam tracks and follows up with partners on progress and impact on a monthly basis.

Papua New Guinean police stations are not fully resourced by district or national government budgets to support relocation and reintegration cases or respond to gender-based violence cases. Oxfam advocates at all levels for funding support to police to respond to life threatening cases.

10.3 Support for Strengthening National Coordination, Implementation and Monitoring Mechanisms to Prevent and Respond to Family and Sexual Violence

Project Partner:	United Nations Development Program (UNDP)
Total Funding:	\$4,000,000
Funding Timeframe:	June 2014–December 2018
Funding Sources:	\$3,500,000 (<i>Pacific Women</i> Papua New Guinea) \$500,000 (<i>Pacific Women</i> regional program)

Overview

This project was designed to support strategic efforts to plan, coordinate, and monitor family and sexual violence interventions across the country at multiple levels. UNDP worked with the Department for Youth, Community Development and Religion, the Office for the Development of Women and Family and Sexual

Violence Action Committees. In December 2016, the Papua New Guinea National Executive Council endorsed the Papua New Guinea National Strategy to Prevent and Respond to Gender-Based Violence (2016–2025). The aim of the national strategy is to harmonise the national prevention and response approaches with four objectives around prevention, services, research and governance.

The project worked with the Office for the Development of Women and key gender-based violence institutions in Morobe, Milne Bay, East New Britain and the National Capital District to pilot the establishment of provincial Gender-Based Violence Secretariat. The project developed training packages for capacity building of the secretariat team. The project also supported the development of standard operating procedures on case management as well as monitoring and drafting of provincial gender-based violence strategies in pilot provinces

In November 2018, the project re-activated its partnership with the Department for Community Development and Religion and the Office for the Development of Women to establish a Gender-Based Violence National Secretariat. The Gender-Based Violence National Secretariat is a key governance and implementation mechanism to rollout the national strategy. It will play a pivotal role in the work of preventing gender-based violence in Papua New Guinea.

By promoting a coordinated approach to prevention and response to gender-based violence, the project contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

The Support for Strengthening National Coordination, Implementation and Monitoring Mechanisms to Prevent and Respond to Family and Sexual Violence project contributes to Strategy 1 (Governance) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improving governance and institutional framework, policy and regulatory framework, finance and infrastructure, and planning and administration for national gender-based violence interventions.

Aims and objectives

The project aimed to support the Government of Papua New Guinea to lead a coordinated, multi-sector, multi-stakeholder response to improve the identification, delivery and monitoring of family and sexual violence or gender-based violence prevention interventions and services in Papua New Guinea.

The four project objectives were:

- Ensure that by 2025 the Government of PNG has a functioning gender-based violence communication and reporting structure supporting the achievement of zero tolerance towards gender-based violence, aligned with the Papua New Guinea development plan, Vision 2050 and with the sustainable development goals 2016-2030.
- Standardise and institutionalise data collection and facilitate ongoing in-depth research to support evidence-based planning, budgeting and programming to end gender-based violence.
- Ensure quality, continuity and sustainability of coordinated responses, referrals and service delivery for survivors of gender-based violence.
- Scale-up, decentralise, and standardise inclusive, quality initiatives and messaging for prevention of gender-based violence at all levels and in all sectors of society.

Cumulative outcomes to date

The project had not been active since August 2016. In November 2018, UNDP hired a consultant to work with the Department for, Community Development and Religion and the Office for the Development of Women to establish a National Gender-Based Violence Secretariat. This support covered:

- A comparative review on gender-based violence institutions.
- Institutional set-up of an Interim Gender-Based Violence Secretariat.
- Planning and coordination of activities for the Interim National Gender Based Violence Secretariat
- Review of the implementation plan for the National Gender Based Violence Strategy and final reports.

UNDP met with 22 government and non-government stakeholders and partners and conducted two focus groups for 21 participants from different stakeholders in National Capital District. Through these meetings, UNDP met with 43 people (34 women and nine men).

Following the consultation process, a two-day planning meeting was held for members of Department of Community Development and Religion and the Office for the Development of Women, four staff from the newly organised interim National Gender-Based Violence Secretariat and UNDP staff. Representatives from the National Family and Sexual Violence Action Committee, UN Women and *Pacific Women* attended the second day of the meeting. At the meeting, the first draft of the 2019 operational plan for the Gender-Based Violence National Secretariat was developed.

The project has contributed to the *Pacific Women* Papua New Guinea short-term outcome of referral pathways and coordinated quality services being developed to support survivors of family and sexual violence in priority provinces and the long-term outcome of the national response to violence against women and children being strengthened.

Plans for January to June 2019

The project will focus on establishing the Interim National Gender-Based Violence Secretariat by:

- Developing a concept note on the operationalisation of Gender-Based Violence National Secretariat with a concrete project plan and budget.
- Developing a multi-sector communication strategy.
- Establishing a national gender-based violence database framework and protocol to share and use data.

The project aims to establish a National Advisory Committee and Ministerial Committee to guide, support and monitor the coordination work of the Gender-Based Violence National Secretariat.

Lessons learned

The consultation revalidated the finding arising from drafting the National Gender-Based Violence Prevention and Response Strategy, that there is a need for a Gender Based Violence National Secretariat.

Throughout the consultations, participants viewed gender-based violence as being ‘everyone’s business’ and agreed it should not be dealt with as a women’s issue. Those consulted believed more emphasis is needed around prevention of and advocacy against gender-based violence among children and adolescents; and sorcery accusation-related violence, where women and children are primarily the victims.

Main barriers

Roles and responsibilities for the National Gender-Based Violence Secretariat and the National Family and Sexual Violence Action Committee need to be clearly defined at the national level to ensure smooth operation of the National Gender-Based Violence Strategy.

10.4 Family and Sexual Violence Case Management: Building on Success for National Impact

Project Partner:	Femili PNG
Total Funding:	\$6,959,295
Funding Timeframe:	June 2014–June 2020 (2 phases)
Funding Sources:	\$5,835,765 (<i>Pacific Women</i> Papua New Guinea) \$1,123,530 (cash and in-kind contribution from other sources)

Overview

Femili PNG is a local non-government organisation that was established in July 2014 to operate the Family and Sexual Violence Case Management Centre in Lae. During the first three years of the project, it operated under the auspices of Oxfam in Papua New Guinea. In May 2017, Femili PNG signed a direct funding

agreement with *Pacific Women* to continue operating the Centre. Femili PNG's vision is to provide effective client services and foster stronger partnerships to address family and sexual violence.

Femili PNG works with clients, partners and communities to improve response to family and sexual violence through case management, partner support, training, monitoring, research and advocacy.

Femili PNG case management involves working with survivors of family and sexual violence to assist them find solutions and access services according to their own identified needs. It is long-term, intensive work that requires the proactive follow-up of cases until clients are satisfied they have achieved their desired outcome.

Femili PNG provides the following services in collaboration with partners:

- Integrated case management services to survivors of family and sexual violence, to help them access counselling, support and other interventions for protection and justice.
- Advocacy and support for clients (women, men and children) seeking interim protection orders or going to court.
- Practical assistance including referrals to services such as safe houses, police or medical care, relocation of clients, provision of food and secure transport to other service providers.
- Coordination with police, welfare services, and other service providers, including case conferences to work on solutions for complex and high-risk cases.

Femili PNG's case management is considered a best practice approach in Papua New Guinea for survivors of violence. In 2018, Femili PNG, expanded to Port Moresby in partnership with Oil Search Foundation. Femili PNG manages the new case management centre and safe house opened through the *Bel isi PNG* project.⁶¹

By providing case management services, the project contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

The Family and Sexual Violence Case Management project contributes to Strategies 2 (Research), 3 (Response) and 4 (Prevention) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improve collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts; quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence; and to improve prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society.

Aims and objectives

Femili PNG as an organisation has four strategic objectives:

- As a national centre of excellence, provide effective and coordinated case management approaches for people experiencing family and sexual violence.
- Foster strong partnerships with other Papua New Guinea government and civil society agencies to promote effective responses to family and sexual violence, both in Lae and across Papua New Guinea.
- Undertake operations- and research-based advocacy to improve the response to family and sexual violence across Papua New Guinea.
- Be a well-run and sustainable Papua New Guinean non-government organisation.

Cumulative outcomes to date

Between June 2014 and December 2018 Femili PNG provided case management services to 2,286 clients (2,149 women and girls and 157 men and boys). In this reporting period, there were 251 new case management clients (206 women, 31 girls, five men and nine boys, including 16 clients with disability).

⁶¹ *Pacific Women* funded activity. See Activity Summary 10.16 Improving services and inspiring leadership to address family and sexual violence in Port Moresby.

Community awareness, outreach and advocacy services were provided to 7,984 people (4,903 women and girls and 3,081 men and boys).

During July 2017–June 2018, 98 clients completed Femili PNG's first client satisfaction survey. Results showed 95 per cent satisfaction with other services, such as medical assistance, emergency shelter, police or legal services, or welfare services. Quarterly client satisfaction interviews are undertaken for internal quality processes.

The great majority of clients (94 per cent) are women and girls and 16 per cent of clients are children. While only three per cent of adult clients are men, 19 per cent of child clients are boys. Adult and children rates vary significantly for sexual violence. In July–December 2018, the main referral sources were walk-in clients (40 per cent) with most cases related to intimate partner violence (83 per cent) or child abuse (15 per cent).

Femili PNG has conducted 170 community awareness sessions reaching 36,687 community members (8,991 women including 32 with disability, 5,130 girls, 5,235 men including 36 with disability and 4,233 boys). Sessions covered topics such as types of family sexual violence, child abuse, laws relating to family sexual violence, consequences of domestic violence and available services for survivors.

Femili PNG collects data on clients who wish to take out an interim protection order. A pilot research project by the Australian National University examined the use and impact of family protection orders, using this data. This is the first assessment in Papua New Guinea on interim protection orders and protection orders since the *Family Protection Act 2013* was passed. The Act introduced civil protection orders and a specific criminal offence that can be used to prevent and reduce likelihood of further family violence. The research found a majority of the clients who wanted an interim protection order were issued one. A minority of the clients had their interim protection order converted into a protection order. On average, it took 15.9 days from when an interim protection order was lodged to when it was issued. Almost three-quarters of the interim protection orders were issued within a month of the application being lodged. This delay in the process was the most common reason for clients withdrawing their applications or never returning.

From July–December 2018, Femili PNG reached 15,605 people (5,491 women, 3,727 girls, 3,017 men and 3,370 boys) through community awareness and outreach.

The project contributes to the *Pacific Women Papua New Guinea* intermediate-term outcome of quality services continuing to expand, resulting in more survivors of violence accessing services and reporting violence when it occurs.

Plans for January to June 2019

Femili PNG will continue to provide high quality case management services to survivors of family and sexual violence and survivors of sorcery accusation-related violence. This will include supporting survivors to access emergency medical care and psychosocial services provided by the Family Support Centre and other health clinics in Lae. It includes assisting survivors to find emergency shelter of an adequate standard and for an appropriate duration.

Femili PNG will provide survivors with information and help them access services from police, legal and social services. Staff will conduct family tracing and facilitate relocation, repatriation and reintegration for survivors in coordination with other agencies.

Lessons learned

There is a sensitivity around child protection cases and a lack of services available to children. Femili PNG will continue to report all child abuse cases to the Welfare Child Protection Officer in writing and with formal documentation. There has been an increase in the number of child sexual abuse cases pending for several months with the Sexual Offences Squad and Criminal Investigation Department Units at Lae Police. Service provider partners have observed that police intervention is slow and police lack specialist skills in interviewing children survivors. Several service provider partners made recommendations about this challenge at a case conference, but further follow-up with police is needed.

There has been an increase in sorcery accusation-related violence cases in Lae. Due to the risk to other clients, these clients could not be accommodated at the safe house. With support from Oxfam, sorcery

accusation-related violence clients were provided with commercial accommodation. Typically, in cases where support from organisations such as Femili PNG and Oxfam is not available, survivors of this type of violence are taken into police custody and locked in a cell for their safety, while the identified perpetrators are not arrested or charged.

Main barriers

Outreach challenges included security risks in some areas and fluid schedules in communities, affecting planned activities. The weather affected outdoor awareness sessions.

Outreach officers were concerned that different individuals conduct awareness in different ways. Femili PNG is developing standardised messaging so that outreach officers share a consistent message.

The project has no control over information being disseminated through the mainstream media. This is of concern if the media discloses information such as office location photos or video footage of staff, especially the case workers and support workers who deal directly with clients. To minimise this risk, Femili PNG asks reporters to send stories for review before publication.

10.5 Building the Capacity of the Family and Sexual Violence Action Committee

Project Partner:	National Secretariat of the Family and Sexual Violence Action Committee through the Institute of National Affairs
Total Funding:	\$1,475,620
Funding Timeframe:	October 2014–December 2019
Funding Source:	<i>Pacific Women</i> Papua New Guinea

Overview

The Family and Sexual Violence Action Committee (FSVAC) is a sectoral committee of the Consultative Implementation and Monitoring Council. It is a semi-government organisation established by National Executive Council Decision in 1998. Administered by the Institute of National Affairs, the Council brings together civil society, private sector and government partners to develop policy, and influence and monitor government decision making for the long-term development of Papua New Guinea.

The FSVAC's mandate is to reduce the occurrence of and suffering caused by physical, sexual and psychological violence especially between extended family members or in the home environment and increase access to support services and justice for survivors. The FSVAC provides coordination, networking, advocacy and capacity building services to over 80 network partners. Network partners include representatives from the government, public and private sector service providers, non-government organisations, community advocates, churches and donors.

In October 2014, *Pacific Women* commissioned an in-depth organisational capacity assessment of the FSVAC. Since July 2015, the program has provided technical support to implement the recommendations of the FSVAC's Capacity Plan. To deliver activities, the FSVAC works with a range of donors and partners: UNICEF; the United Nations Population Fund; the World Bank; FHI 360; ChildFund; World Vision; the National Department of Health; provincial administrations; and law and justice sector agencies.

In May 2016, *Pacific Women* provided operational and activity grant funding to ensure that the FSVAC could continue to deliver. *Pacific Women* is providing a similar grant in 2019.

A memorandum of understanding was signed on 8 February 2018 between the Department of Community Development and Religion, Department on National Planning and Monitoring, the Consultative Implementation and Monitoring Council and UN Women. Under this agreement, the FSVAC is the responsible Consultative Implementation and Monitoring Council sectoral committee, committed to support the implementation of the National Gender Based Violence Strategy by:

- Leading the coordination of survivor centred service provision through development of local referral pathways.

- Providing technical support to the establishment and rollout of family and sexual violence coordination desks at the sub-national level.
- Supporting the Department for Community Development and Religion in coordinating the implementation of the National Gender Based Violence Strategy.
- Supporting the Department in advocacy and awareness raising for the Strategy at all levels of government, civil society groups and other partners.

The FSVAC supports the establishment and strengthening of provincial and district family and sexual violence coordination desks with provincial and district administrations. It does this by supporting the development and maintenance of local committees and referral pathways; identifying and training interested volunteers and local leaders to expand and deepen local networks; providing training and communication materials to network partners; promoting community-based methods of prevention and survivor support; supporting the development and maintenance of community/male advocacy networks; supporting active and interested community and village networks with skills-based training; and actively involving local churches in the work of community prevention and response.

An effective FSVAC contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

The Building the Capacity of the Family and Sexual Violence Action Committee project contributes to Strategy 1 (Governance) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improve governance and institutional framework, policy and regulatory framework, finance and infrastructure, planning and administration for national gender-based violence interventions.

Aims and objectives

The objective of this coherent package of support to the FSVAC is to:

- Strengthen the FSVAC's organisational capacity to deliver its mandate and the sustainability of the Committee as an entity.
- Promote and advocate for government and civil society action to address family and sexual violence.
- Coordinate and build capacity of key institutions working to prevent and respond to family and sexual violence.

Cumulative outcomes to date

The project has provided advisory support to the FSVAC since July 2015 to implement the recommendations of the 2014 FSVAC Capacity Assessment and Plan. This has built the internal capacity of the FSVAC team. It has strengthened the FSVAC's organisational governance and management mechanisms by developing the sub-strategies, policies, procedures and staff capacity to deliver its mandate.

The FSVAC's strategic direction has been re-focused to the following four areas:

- Legal reform and policy development: legal and social protection for all survivors.
- Service provision: safe pathways in all 89 districts.
- Communication and advocacy: all communities have active networks for prevention and response.
- Research and knowledge management: high quality, systematic data collection, analysis and research available on all aspects of prevention and response.

The FSVAC has increased its outreach through regular e-newsletters, press releases, via social media and advocacy campaigns and is redeveloping its [website](#).

In partnership with the Department of Justice and Attorney General and the Australian Government funded Justice Services and Stability for Development program, the FSVAC launched the Referral Pathway Guidelines and the Survivor Advocate toolkit in 2018. These tools provide service providers and community activists with practical skills to assist survivors to navigate the legal and court system.

The FSVAC has worked with stakeholders over several years to develop safe house guidelines, a male advocacy program and family and sexual violence reporting guidelines for media.

The project contributes to the *Pacific Women* Papua New Guinea intermediate-term outcome of quality services continuing to expand and result in more survivors of violence accessing services and reporting violence when it occurs. It also contributes to legislative and policy reforms or practices that protect women and children from violence and protect human rights being implemented in the public and private sectors.

Plans for January to June 2019

The FSVAC's priority activities are the continued rollout of the survivor advocate toolkit to partners in provincial locations and finalising the male advocacy program facilitators manual and participant guidebook. It is hoped that this program and materials will help to standardise the approach to male advocacy and to institutionalise the network.

Another priority is monitoring Papua New Guinea's two major newspapers for their representation of incidences of and survivors of family and sexual violence and women in leadership.

Lessons learned

In 2016, the FSVAC, in partnership with Department for Community Development and Religion with funds from *Pacific Women* managed by UNDP⁶², trialled family and sexual violence coordination desks in four provincial administrations. The desks are in Milne Bay, Morobe, National Capital District and East New Britain. Lessons learned from the four pilot provinces are informing the FSVAC's ongoing support to establish and strengthen provincial and district family and sexual violence coordination desks. Lessons include:

- The provincial administration hierarchy must be fully informed and convinced to support the establishment of coordination desks.
- To institutionalise the coordination desk into a provincial administration, there must be a Provincial Executive Council decision that commits the provincial government to provide budget support for a staff member and program activities.

Main barriers

The FSVAC's lack of financial independence led to uncertainty and delays in implementation.

10.6 Safe Public Transport for Women, Girls and Children

Project Partner:	UN Women with Ginigoada Foundation
Total Funding:	\$3,759,290
Funding Timeframe:	February 2015–March 2021 (2 phases)
Funding Sources:	\$3,324,290 (<i>Pacific Women</i> Papua New Guinea) \$435,000 (UN Women Australian National Committee)

Overview

Public transportation is an important part of daily life for women and girls in Port Moresby. A scoping study conducted in 2014 found that 98 per cent of the women and men surveyed used public transport to go to the markets, or for women under 19, to go to school. Yet 97 per cent of women and girls reported feeling unsafe at bus stops.

In 2015, UN Women launched the Safe Public Transport for Women and Girls project. From 2015–2018 UN Women worked in partnership with Ginigoada Foundation to operate a bus service for women and children

⁶² Support for Strengthening National Coordination, Implementation and Monitoring Mechanisms to Prevent and Respond to Family and Sexual Violence.

only. From 2019, *Pacific Women* is funding UN Women to support Ginigoada Foundation to set up the *Meri Buses* in Lae.⁶³

UN Women works with the National Capital District Commission, the Road Traffic Authority and the Department of Transport to improve safety in public spaces. UN Women also works with the Public Motor Vehicle (PMV) Association to promote safe public transport for women and girls through the PMV network. The Independent Consumer and Competition Commission is another key partner and is a member of the project's steering committee. The project is related to the Port Moresby: A Safe City for Women and Girls project that is also implemented by UN Women. The two projects learn and leverage from each other.⁶⁴

By promoting safety of women and girls to access safe transport, the Safe Public Transport for Women, Girls and Children project contributes to achieving Goal 1.7 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for women's economic empowerment. In particular, it contributes to strategy 1.7.16 to increase women's access to economic opportunities.

Aims and objectives

The goal of the project is to support the provision of safe, reliable and affordable public transport that enables women, girls and children to move freely and safely around Port Moresby. The four objectives are aligned to the UN Women Safe City and Public Spaces Global Flagship Initiative.⁶⁵

- Reformed and enhanced implementation of public transport regulations and rules, policies, legislation, and procedures that support the prevention of and protection from all forms of violence against women, youth, and children and increased access to economic opportunities.
- Enhanced capacity of duty bearers, including transport operators and drivers, to prevent and respond to sexual violence against women in and around public transport.
- Transformative social behaviour change among public transport users to support, articulate, and advocate for women's and girls' rights to a life free of violence.
- Gender-sensitive infrastructure and social planning measures are put in place to address women's and girl's mobility on and safety in and around public transport.

The project uses transformative behaviour change among transport users to support, articulate and advocate women's and girls' rights to a life free of violence.

Cumulative outcomes to date

UN Women and the Road Traffic Authority completed a Gender and Transport Study which identified current gaps in the public transport system and made recommendations for improvement. Data was collected in 10 suburbs in Port Moresby, particularly focusing on areas that attract high transit patterns, such as markets, businesses, government offices and bus interchange areas. Over 1,000 public users and experts were consulted for the study. The researchers found that women face greater challenges in accessing public transport than men.

UN Women, the PMV Association and the Road Traffic Authority improved road safety and enforcement of traffic rules and regulations by training 89 Traffic Police Officers (10 women and 79 men) and 446 men PMV bus drivers, crew and taxi drivers.

UN Women and the National Capital District Commission implemented the city-wide *Sanap Wantaim* (stand together) campaign to promote alternative, non-violent constructs of masculinity and influence change in the cultural norms around violence against, and harassment of, women and girls in public places. Young people mobilised support from men and boys throughout Port Moresby to stand with women and girls as partners and allies in promoting a safer city for all. The campaign has reached over 200,000 people through TV appearances on EMTV's Extra show, four TV commercials produced on anti-street harassment, and social media messaging through the *Sanap Wantaim* Facebook page.

⁶³ *Pacific Women* funded activity. See Activity Summary 9.7 Safe Public Transport – *Meri Buses* in Port Moresby and Lae.

⁶⁴ *Pacific Women* funded activity. See Activity Summary 10.1 Port Moresby: A Safe City for Women and Girls Program.

⁶⁵ Ibid.

The *Meri Seif Bus* service has increased woman and girl passengers' sense of safety, freedom and mobility, with 534,242 trips being taken to date. The Ventura Bus Company in Australia donated four buses to Ginigoada Foundation and funded the training of eight women bus drivers in Melbourne, Australia. Six women successfully completed the training and two passed the requirements for practice training in Melbourne.

UN Women handed over the *Meri Seif Bus* component of the project to Ginigoada Foundation in November 2018. Ginigoada Foundation has successfully negotiated with the Road Traffic Authority for six PMV licenses. Ginigoada Foundation is now running a commercial bus service, M-Bus and charges a fee on selected routes.⁶⁶

UN Women conducted a safety audit of Port Moresby aimed at mapping key concerns of women's safety and security with a focus on sexual violence in public spaces.

This project is an example of an innovative model being established and maintained. It contributes to the *Pacific Women* intermediate-term outcome of women and girls, and men and boys, and communities acting to address violence against women. It contributes to family, community, public and private sector attitudes and actions increasingly supporting women's economic empowerment.

Plans for January to June 2019

UN Women will focus on strategic activities such as building the capacity of the PMV Association and supporting the Road Traffic Authority to implement some of the short-term recommendations from the gender and transport study. The *Meri Seif Bus* component of the project has been handed over to Ginigoada Foundation. UN Women will undertake scoping work and baseline studies for an expansion of the project into Lae and is discussing collaboration with The Voice Inc. to roll out the *Sanap Wantaim* campaign in Lae.

Through a memorandum of understanding, the Fiji Land Transport Authority will provide technical support to build the capacity of the Road Traffic Authority and help them set up necessary systems to effectively manage public transport.

UN Women will work with the National Capital District Commission on implementing the safety audit findings.

Lessons learned

A lesson learned from the number of delays experienced is that realistic timeframes need to be set when engaging with government. There also needs to be commitment from senior managers and a dedicated staff member responsible for implementing recommendations, who can work closely with UN Women.

Due to the limited commitment by PMV drivers and crews to the safe public transport trainings, UN Women will no longer conduct training for them. Rather, the project will provide targeted support to the PMV Association to build its capacity to run the trainings with their members.

Main barriers

It was difficult to progress the implementation of recommendations from the gender and transport study and safety audit. This was largely due to the fact that key government partners, the Road Traffic Authority and the National Capital District Commission, were engaged with the November 2018 APEC meetings. A number of key activities were also scaled down in communities as a result.

Completion of the impact evaluation report was delayed. The methodology employed for evaluation was complex. It required thorough training and it took time for the local team to develop the skills to administer the tools for the evaluation. Despite these challenges the data collection and analysis was completed, and the report will be finalised in April 2019.

An ongoing challenge is in getting PMV operators, drivers and crews to commit to the training. The PMV Association planned to train over 1,000 drivers in 2018. However, this was not possible because the drivers did not want to take time out from earning money to attend the trainings. Through this challenge, UN Women

⁶⁶ *Pacific Women* has committed to fund 50 per cent of the cost of operating the fare to ride M-buses while Ginigoada increases the passenger base to make them more financially sustainable routes. See Activity Summary 9.7 Safe Public Transport – Meri Buses in Port Moresby and Lae.

realised that it would be more efficient to work through the PMV Association, upskilling its staff on the importance of safe transport for women and girls so they can then sensitise their members. UN Women has engaged a capacity building consultant to work with the PMV Association to strengthen its internal ability to build the capacity of its members. This was one of the recommendations from the Gender and Transport Study.

10.7 *Kommuniti Lukautim Ol Meri*

Project Partner:	FHI 360 with Western Highlands, East and West Sepik Provincial Health Authorities. Papua New Guinea Microfinance Limited and Pacific Adventist University
Total Funding:	\$5,100,000 (2 phases)
Funding Timeframe:	April 2015–March 2021
Funding Source:	<i>Pacific Women Papua New Guinea</i>

Overview

This project is helping to reduce the levels of violence against women and girls in selected sites in Western Highlands, East and West Sepik Provinces. It expands on earlier phases, also funded by the Australian Government. The approach is grounded in a socio-ecological model, which predicts that taking decisive actions to end violence against women at individual, community and institutional levels will lead to positive changes in behaviours and practices in society as a whole.

In Western Highlands Province, the project is delivered with the Western Highlands Provincial Health Authority (Well Women Clinic and Tambul District Health Centre). In West Sepik Province, the project is delivered with the West Sepik Provincial Health Authority (Sandaun Province Hospital Family Support Centre and Raihu District Hospital) and Sandaun Provincial Administration (Division of Community Development). In this reporting period the project has expanded its support to East Sepik Provincial Health Authority (Maprik Family Support Centre). FHI 360 provides financial and technical assistance to improve case management and coordination of these service providers.

In Phase 2, FHI 360 has partnered with Papua New Guinea Microfinance Limited and the Pacific Adventist University to pilot a savings and loans model. This is intended to create household and community support for women to exercise choice, access services and participate in decision making processes. The pilot includes foundational training by the Pacific Adventist University using the games-based financial literacy and business skills trainings developed through the Family Farm Teams project.⁶⁷ This training is followed up with information from Papua New Guinea Microfinance Limited on opening bank accounts and loan application processes and responsibilities. Papua New Guinea Microfinance Limited is providing loans and support services for community members, particularly women, to start small businesses in their communities. The pilot is working with FHI 360 communities in Western Highlands Province.

The project also partners with: the provincial divisions of education, police and courts; provincial and district councils of women; provincial family and sexual violence action committees; Catholic agencies in West Sepik; and provincial branches of the National Broadcasting Commission. These stakeholders participate in project training, gender learning forums, men's discussions and referral coordination meetings.

Through its support to Family Support Centres, FHI 360 contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

The *Kommuniti Lukautim Ol Meri* project contributes to Strategies 2 (Research), 3 (Response) and 4 (Prevention) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improve collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts; quality and effective processes, procedures and services to prevent

⁶⁷ *Pacific Women* funded activity. See Activity Summary 9.3 Increasing economic opportunities for women smallholders and their families.

gender-based violence and support survivors of gender-based violence; and to improve prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society.

Aims and objectives

The project aims to reduce the level of violence against women and girls and support survivors of violence in selected communities in East Sepik, West Sepik and Western Highlands Provinces through strengthening community systems and service delivery. The project objectives are to:

- Mobilise, educate, and empower men and women in Western Highlands and West Sepik Provinces to take actions to stop violence against women and girls.
- Improve access to quality services for survivors in Western Highlands and West Sepik Provinces.
- Create enabling environments in schools and communities to support women and girls to exercise choices, access services and participate in decision making processes.

Cumulative outcomes to date

The project is on track to meet objectives and expected targets. The project has recruited, trained and supported 32 community mobilisers (teams of women and men) covering 16 communities to provide prevention outreach interventions, counselling and referral services. Community mobilisers have reached 142,954 individuals (64,988 women, 7,228 girls, 64,084 men and 6,654 boys) using interventions such as home visits, one-one-one discussions, community discussions and distribution of communications materials.

FHI 360 has organised and conducted 37 training sessions with 1,345 participants (705 women and 640 men), including community members, health workers, police officers, village magistrates and teachers. Training focused on sensitisation on gender and gender-based violence, safe motherhood, human rights, school-based violence, disability inclusion and child protection.

Using the Washington Disability Matrix, project staff identified 1,159 people with disability (660 women and 499 men) who have been reached through the project. With support from the Assembly of Disabled Persons, FHI 360 conducted a disability inclusive sensitisation training in Mount Hagen and Vanimo for 40 participants (24 women and 16 men). Participants were community mobilisers, health care workers, division of education staff, division of community development staff, staff from Callan Services and police officers from the Family Sexual Violence Unit.

The Family Support Centres in Western Highlands and West Sepik provinces have provided post gender-based violence care for 3,143 survivors (2,740 women and 403 men) since April 2015. In this reporting period, 413 clients (345 women and girls, and 68 men and boys) have accessed health and counselling services following an incident of gender-based violence.

FHI 360 has trained 18 community mobilisers (nine women and nine men) on child protection to build their capacity to undertake outreach activities on child protection and child safety in their communities.

The project has organised 14 gender learning forums for 539 people (263 women and 276 men) at the provincial and district levels. Thirteen men's discussion forums facilitated by men, for men, reached 513 participants (65 women and 448 men).

Through the savings and loans pilot, 119 community members (95 women and 24 men) opened bank accounts. Papua New Guinea Microfinance Limited reported 65 people have successfully lodged bank loan applications and 28 women and their families have received their first small loan.

The project contributes to the *Pacific Women* Papua New Guinea intermediate-term outcome of quality services continuing to expand and result in more survivors of violence accessing services and reporting violence when it occurs.

Plans for January to June 2019

FHI 360 will share findings from its end-line survey, with site graduations based on the end-line results in Western Highlands Province and West Sepik Province.

The disability inclusion component of the project will continue. FHI 360 will work with the Aitape-Lumi District Administration to ensure that disability inclusion is captured in the district's five-year plan. The project will provide disability inclusion training for all community mobilisers and action groups in all project sites.

FHI 360 will close its interventions in Vanimo-Green and move to Nuku District to expand the rural reach of the project.

Lessons learned

FHI 360 conducts short, targeted surveys with a limited number of questions on a six monthly basis to track exposure to interventions, knowledge about family and sexual violence services and prevention and behaviours of community mobilisers, action groups and other community members over time. The survey undertaken in this reporting period involved 34 participants from each project site.

The survey asked participants who should make decisions for the family. More than half of the participants in all project sites stated that both partners can make decisions for the family, as both partners are equal and responsible. Few people stated that only husbands can make decisions based on the norm that husbands are the head of the family.

Participants were asked about where to seek help if someone gets raped. More than half of the interviewees mentioned hospital or health centres as the first places to seek support. Few people mentioned the police and village courts. The rates of survivors who are accessing Family Support Centres to start post-exposure prophylaxis within 72 hours of rape is increasing over the life of the project. This indicates that messaging on the importance of accessing health services within 72 hours is being received by communities and service providers.

Despite under-staffing and a lack of resources at the Family Sexual Violence Unit at the Mount Hagen Police Station, police made 44 per cent of the 190 referrals to the Family Support Centre in the second half of 2018.

Main barriers

Delays in project implementation were caused by the renewal of the contract and memorandums of understanding with the provincial authorities taking almost six months. Because mutual respect and understanding between partners is critical to achieve beneficial results for all parties, FHI 360 took the time to correct any issues identified in the memorandums of understanding. The arrangements with both East Sepik and West Sepik Provincial Health Authority are now approved with a Memorandum of Understanding signed in February 2019.

10.8 From Gender-Based Violence to Gender Justice and Healing in Bougainville

Project Partner:	International Women's Development Agency in partnership with the Nazareth Centre for Rehabilitation
Total Funding:	\$9,876,284 (2 phases)
Funding Timeframe:	April 2015–September 2022
Funding Source:	\$6,605,124 (<i>Pacific Women</i> Papua New Guinea, Phases 1 and 2) \$1,119,799 (Nazareth Centre for Rehabilitation and International Women's Development Agency in-kind contributions, Phase 1) \$1,435,624 (Nazareth Centre for Rehabilitation, Phase 2) \$715,737 (International Women's Development Agency, Phase 2)

Overview

The From Gender-Based Violence to Gender Justice and Healing project builds on work funded under the Government of the Netherlands' Funding Leadership and Opportunities for Women program from 2013–2015. From 2015 it has been funded by *Pacific Women*. The project is implemented by the Nazareth Centre for Rehabilitation (the Nazareth Centre) in partnership with International Women's Development Agency.

Following its demonstrated effectiveness, the project was extended to 2022. In Phase 2 the Nazareth Centre and International Women's Development Agency provide significant funding and in-kind contributions.

The Nazareth Centre works to promote women's human rights defenders and prevention activities with communities. Some of the Nazareth Centre's safe houses were constructed with funds from other Australian Government programs and are linked through the agreed Bougainville Gender Investment Plan 2014–2019. The Nazareth Centre is a key partner for the Autonomous Bougainville Government.

The Nazareth Centre works to respond to gender-based violence by providing safe houses, counselling and referrals. The organisation runs prevention programs and awareness raising among communities, which are mainly located in rural areas. It also engages men and boys through its men's hub program to bring about social behaviour change.

The Nazareth Centre runs programs on peace and security issues – particularly in relation to women's role in peace building. The organisation works in rural and remote communities, which are hard to access and where no one else works.

By working in rural and remote communities to end violence against women, the project contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

The From Gender-Based Violence to Gender Justice and Healing project contributes to Strategies 2 (Research), 3 (Response) and 4 (Prevention) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improve collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts; quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence; and to improve prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society.

Aims and objectives

The project aims to reduce family and sexual violence in Bougainville by addressing the root causes of gender inequality. It does this through supporting Bougainville women's human rights defenders to lead responses to, and prevention of, family and sexual violence with government and communities. It enables men and women to prevent family and sexual violence at community level by promoting shared power and decision making between women and men.

The objectives of this project are to:

- Provide crisis services to survivors of family and sexual violence (counselling, accommodation, access to justice, repatriation, case management and referrals).
- Provide ongoing capacity building for trauma counsellors.
- Continue to strengthen women's human rights defenders and their work with communities on preventing and addressing gender-based violence.
- Work with male advocates and men.

Cumulative outcomes to date

The project is on track to achieve its objectives. It has provided greater safety and support for individual survivors of violence and communities, especially in rural and remote locations.

An evaluation of the first three years has been undertaken, and the report is due to be published by June 2019. It found that the project met or exceeded almost all of its targets. The work of women human rights defenders and male advocates, supported by the Nazareth Centre services and programs, has led to important positive changes in several communities in the districts of Bana, Siwai, Buin, Kieta, Selau, Haku and Buka and in 11 schools reached by the school-based program. Citizens in Buin, Siwai, Selau, Haku and Buka districts are more aware of the seriousness of family and sexual violence, the need to stop it, the availability of safe house and counselling services and referral pathways. This is driving increased demand

for these services. This activity contributes to all four intended results, particularly to an increase in women receiving family and sexual violence services, improved quality of those services and an increased number of referrals between services.

The Nazareth Centre works to respond to gender-based violence in a number of ways. It provides safe houses, counselling and assistance to clients to obtain interim protection orders, case management services and referrals for, sometimes escorts of, clients to medical services, welfare assistance and police protection. The Nazareth Centre provides these services through four safe houses, three men's hubs and community counsellors. Since 2015, the project has provided counselling and support to over 2,958 clients (1,673 women including one woman with a disability, 219 girls, 851 men and 215 boys). This included providing 7,739 service actions including counselling, accommodation services and escorting clients to police and health centres.

The Nazareth Centre also runs prevention programs and raises awareness among communities, which are mainly located in rural areas. Safe house staff, women human rights defenders and male advocates have conducted 155 public awareness events and community engagement activities 76 communities. These have reached 10,760 people (5,856 women and girls including six women and one girl with disability, 4,284 men and boys including four men with disability and 620 unspecified). These were opportunities to share messages on prevention of gender-based violence, human rights, women's rights, peace building, community development and empowerment.

Ten training programs were provided for 231 trauma counsellors and 34 training programs were provided for 1,387 women's human rights defenders and male advocates. Regular technical, supervision and monitoring visits conducted by the Nazareth Centre ensure the quality of counselling and human rights defender work.

The Nazareth Centre piloted a school-based program on gender equality and gender-based violence prevention. By the end of Phase 1 in 31 March 2018, the school-based program had reached 11 schools and 2,964 people (195 young women, 1,388 girls including one girl with disability, 73 young men and 1,308 boys). The independent evaluation found that after participating in the school-based program, year 7 and 8 students from the Doptuz school in Selau District stopped carrying bush knives, began wearing their school uniforms, smoked less and showed more respect to teachers and other students. Teachers from the other 10 schools participating in the pilot also reported that after participating in the modules delivered by peer educators, students showed more respect towards teachers and other students, behaved better during class, had improved their learning efforts and attendance and were smoking less. The Autonomous Bougainville Government Department of Education supports and endorses this work.

The Bougainville Women Human Rights Defender's Forum is an annual gathering of women activists. Since 2015, the Nazareth Centre for Rehabilitation has brought together 780 women human rights defenders (765 women including 13 women with disability and 15 men) from all the districts of Bougainville except one Atoll district.

In December 2017, the men's hub hosted the first male advocates forum for 111 male advocates (89 men and 22 young men) in Chabai, North Bougainville. Participants discussed the importance of working with and supporting women human rights defenders in their communities to stand up against violence and to advocate for gender equality, respect and safer communities. The Nazareth Centre invited 15 women human rights defenders to this forum to create more connections and collaboration between male advocates and women human rights defenders and to discuss expectations on what it means to be a male advocate.

The project contributes to the *Pacific Women* Papua New Guinea intermediate-term outcome of quality services continuing to expand, resulting in more survivors of violence accessing services and reporting violence when it occurs.

Plans for January to June 2019

The Nazareth Centre will continue to provide crisis support services. Women's human rights defenders will undertake community-based education activities. The men's hub will continue to provide support services and community prevention interventions.

The Nazareth Centre will conduct a women's economic empowerment scoping study and, based on the results, will commence a two-year pilot on women's economic empowerment.

The Nazareth Centre with International Women Development Agency will document promising practices. They will publish results from the project such as role of women human rights defenders in the prevention of gender-based violence.

Lessons learned

A lesson from the schools-based program was that educating teachers and parents and addressing parents' misconceptions about sexual and reproductive health prior to delivering the school-based peer education program enabled students' participation. Many parents consider sexual and reproductive health a taboo topic. Project staff tailored the schools-based program to include age appropriate information for students. They collected informed consent from parents before starting the school-based program.

The women human rights defenders' model has proven to be particularly effective for community outreach in the remote and rural context of Bougainville. Women human rights defenders come from local communities and utilise existing relationships and local knowledge to engage with members of their communities on issues related to gender equality and gender-based violence. This creates community ownership of initiatives. Women human rights defenders can engage in ways that work in their particular community and which consider local power dynamics and community needs. For example, women human rights defenders have started community projects on youth employment, building a resource centre and developing services for people with disability.

Main barriers

It is a challenge to retain volunteer women human rights defenders trained by the project. After the training and skills development with the Nazareth Centre, women human rights defenders often take up paid employment with other non-government organisations. This is a positive outcome of the project, in that the Nazareth Centre has built a pool of employable women. However, employment can lead to disengagement with the women human rights defenders' program.

The Nazareth Centre is working to identify creative ways to motivate women human rights defenders to continue engaging with the project as volunteers. Strategies include recognising efforts and initiatives of women human rights defenders and inviting them to participate in networking and capacity building opportunities, such as the Bougainville women human rights defenders' forums and professional development and training.

It has been a challenge to collect data to track and validate the project's target of 100 men who were formerly perpetrators of violence against women and have become male advocates. Most male advocates who go through training admit to being past perpetrators. They make commitments to change and advocate against gender-based violence.

A baseline assessment of male advocates who participated in the Nazareth Centre training showed that there were positive cases of men changing their behaviour and stopping violence towards women and children. There were also reports of men continuing violent behaviour after attending trainings. The project staff collected data of at least 15 men who transformed their behaviour and now work with the Nazareth Centre. However, it is difficult to monitor this sensitive indicator and to verify change. The Nazareth Centre and the Buka Family and Sexual Violence Action Committee is working with the Australian Government funded Justice Service and Stability for Development program on a pilot program with perpetrators of domestic violence in accordance with the Family Protection Act.

10.9 Parenting for Child Development

Project Partner:	UNICEF in partnership with Catholic Archdioceses
Total Funding:	\$1,787,760
Funding Timeframe:	April 2015–July 2019
Funding Sources:	<i>Pacific Women</i> Papua New Guinea

Overview

Parenting for Child Development is a collaboration between UNICEF Papua New Guinea, the Catholic Church's Archdioceses of Madang, Western Highlands/Jiwaka and Simbu and the Centre for Child Development and Education at the Menzies School of Health Research in Australia. The project seeks to develop, adapt, implement and evaluate an evidence-informed parenting project to reduce the risk of children's and women's exposure to violence in families. It builds local capacity to deliver activities through existing service delivery structures.

Through its work with the Catholic Church Archdioceses the project contributed to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) of an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

Aims and objectives

The purpose of this project was to enhance family relationships, improve parenting competencies and reduce the risk of exposure of girls, boys and women to family violence. The project specifically aimed to reduce violence against children and women in targeted communities by 20 per cent by December 2018. The project objectives were:

- The Catholic Archdioceses of Madang, Western Highlands/Jiwaka and Simbu have strengthened their capacities to effectively deliver the Parenting for Child Development project throughout deaneries, parishes and outstations.
- Parents in 45 parishes and 90 outstations have enhanced knowledge and skills to stimulate, nurture and protect children from violence.

Cumulative outcomes to date

The project met its objectives. In 2016, the project conducted a qualitative assessment of parenting practices and institutional and community implementation readiness in Madang, Western Highlands/Jiwaka, and Simbu in 2016. Findings from interviews and visits involving 400 people (200 women and girls and 200 men and boys) informed the development of a parenting resource kit and a phased implementation process.

The research showed a hunger for new knowledge about child development and a strong interest in improving the skills of child protection workers and teachers. The research also showed limited understanding of the importance of the actions of parents and caregivers in early childhood to the development of the child and later outcomes.

The research found that the use of physical or corporal punishment is ubiquitous. Consequently, the project did not simply oppose such punishment outright but helped parents to identify the negative consequences and impacts of family violence on children, while promoting positive forms of parent-child interaction as beneficial to improving outcomes for children.

The project trained 224 parenting facilitators between 2016–2018. Facilitators and team leaders delivered training in 27 communities between July–November 2018. The project has reached 1,088 people (192 women, 190 men and 706 not specified) through training, awareness, outreach and advocacy.

Baseline questionnaires were completed by 207 parents in 10 communities in the 2017 pilot. At the end of the pilot, 159 of these parents completed a post-project evaluation. Following the pilot training, there were statistically significant improvements in areas of family wellbeing, including reductions in reports of partner violence and improvements in items relating to looking after children well and coping with work and family

duties. These improvements were across all demographic groups (men, women and caregivers of different ages and educational backgrounds). Analysis of data is being undertaken to monitor these outcomes.

In September 2017, the Catholic Bishop Conference for Papua New Guinea and Solomon Islands agreed to institutionalise the project under their Family Life Education Program. Six bishops requested support to start the project immediately. To build national-level capacity for the scale-up of the project, UNICEF developed a monitoring and evaluation framework and a trainers' guide for facilitation training.

The project contributed to the *Pacific Women* Papua New Guinea intermediate-term outcome of women and girls, and men and boys and communities acting to address violence against women.

Plans for January to June 2019

Phase 1 of the project is drawing to a close. UNICEF and the Menzies School of Health Research team are working with the Catholic Dioceses and other mainline churches to continue and expand the program, including with other funding sources.

The project noted that the majority of facilitators and team leaders who were responsible for scale-up of the program in 2018 did not meet the full training requirements of their roles. A further round of training of trainers and facilitator training workshops will be held in 2019 before the next phase of implementation to increase completion rates. This will enable facilitators and team leaders to meet requirements of practice for continuing program scale-up.

In 2019, trainers will take greater responsibility for quality assurance by visiting project sites to deliver one workshop each, complete observations and provide advice to teams. Training of trainers workshops will develop the cohort of trainers to take a lead role in quality assurance and to equip them to provide advanced skills training through in-service workshops with teams.

Training of trainers workshops will also focus on developing the role of team leaders. Training will strengthen team leaders' understanding and experience of quality facilitation. It will improve their capacity to observe practice and provide supportive feedback to facilitators.

Lessons learned

The project teams in the dioceses have been able to maintain a high level of delivery of a project through the work of volunteers. The pilot project and the first phase of scale-up in 2018 has shown that Parenting for Child Development teams can attract and retain high levels of attendance of parents in the sessions.

As Parenting for Child Development continues to develop and expand, training and support systems must be strengthened to overcome reliance on the oversight, guidance and intervention by coordinators and assistant coordinators. This can be achieved by strengthening the group of trainers. Trainers need to support teams with periodic visits, providing refresher and in-service training to local teams and reporting on training needs based on observations of practice as part of planning at the dioceses level.

The current training program, while informed by the science of child development and educational practice, focuses on building trainers' group facilitation skills to use the program tools and resources with caregivers and parents. The project aims to strengthen the understanding of child development knowledge and skills of leading trainers by recruiting some trainers with higher formal qualifications in relevant disciplines, such as early childhood, psychology and social work. These trainers will lead the training program, while still maintaining strong connections with the community-based framework.

Main barriers

The evaluation of the pilot project recommended that the priority for scale-up should be consolidating processes and resources, followed by continuing and expanding implementation in existing provinces. The targets of over 100 facilitators in training by mid-2018, with 1,300 parents in the project in 2018, could not be met due to a breakdown in arrangements for printing and provision of materials. This experience demonstrated the need to strengthen implementation support by UNICEF working with the dioceses.

Parents in more than one community expressed strong concerns that a project helping them deal with difficult teenage children was a higher priority than a project focusing on younger children aged 3–9 years.

This may suggest a lack of clarity at recruitment. It also indicates that facilitators need further practice or guidance in staying on track with a theme or topic when discussion is diverted by concerns raised by parents.

10.10 End Violence against Children Campaign

Project Partner:	UNICEF
Total Funding:	\$1,995,000
Funding timeframe:	February 2015–December 2018
Funding Sources:	<i>Pacific Women Papua New Guinea</i>

Overview

The End Violence against Children Campaign sought to increase awareness and commitment of families, communities and children to take individual and collective action to respond to and prevent violence against children. The campaign called on all sectors of society (governments, religious and community leaders, parents, community members and the media) to highlight violence against children wherever it occurs. It encouraged 'talking out and taking action' and 'making violence against children visible' by integrating child protection in national strategies and budget and challenging social norms that perpetuate violence.

The project worked with provincial administrations, Catholic Archdioceses and civil society partners in six provinces: Eastern Highlands, Western Highlands, Simbu, Madang, Jiwaka and Bougainville. In addition, resources developed through this project were used in Hela and Southern Highland provinces during the emergency humanitarian response to the Highlands earthquake.⁶⁸

Through its work with the Catholic Church Archdioceses and other civil society partners the project contributed to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) of an integrated approach for service delivery in districts. In particular, it contributed to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

Aims and objectives

The aim of the project was to increase public awareness and understanding of the impact of violence against children. It sought to motivate and inspire national commitment to end violence against children and improve access to supportive services.

The specific objective of the project was to reach at least 50 per cent of adult population and young people in targeted provinces and all law makers with awareness messages on violence against children, through sustained and community based and media campaigns. The campaign used four strategies:

- Enhance the capacity of implementing partners and community-based mobilisers, including media organisations, to be able to mobilise parents to take action to prevent violence against children.
- Support community, school, church, health facility-based communication, sensitisation and awareness campaigns.
- Produce and disseminate multi-media communication materials to increase awareness and commitment to end violence against children.
- Advocacy, engagement and policy dialogue with law makers to increase their commitment to address violence against children.

Cumulative outcomes to date

The project did not meet its ambitious objective to reach 50 per cent of the adult and child population in target provinces. The project reported reaching 357,394 (169,762 women and 187,632 men)⁶⁹ through

⁶⁸ Pacific Women funded activity. See Activity Summary 10.13 *Gutpela Sindaun bilong ol Meri na Pikinini*.

⁶⁹ Sex disaggregated data was available for about half of the total people reached. This equated to 47.5 per cent women and 52.5 per cent men. This percentage was then applied to the rest of the data to produce the numbers of women and men.

community, church and school-based campaigns conducted in collaboration with faith-based organisations and government partners.

The project trained 796 religious leaders, health workers, child protection workers and community volunteers (338 women and 458 men) as end violence against children facilitators in schools, health facilities, churches and communities.

The project produced and distributed 1,500 end violence against children flipcharts and 1,500 handbooks for religious leaders on ending violence against children.

During the project period, advocacy on violence against children led to preventative services being incorporated in the National Child Protection Policy (2017–2027).

The project contributed to the *Pacific Women Papua New Guinea* intermediate-term outcome of women and girls, and men and boys, and communities acting to address violence against women.

Plans for January to June 2019

UNICEF will follow up with implementing partners, particularly Hako Women's Collective and the National Broadcasting Commission, to compile further data on the reach of the project.

Main barriers

Significant delays in recruiting and mobilising an appropriate communications consultant delayed implementation.

Changes in key relationships and turnover of provincial government staff affected the project's ability to mobilise provincial government leadership and support in Eastern Highlands and Western Highlands. Ending violence against children plans that were developed jointly with government received little support, although they have been incorporated in provincial implementation plans.

Elections and natural disasters diverted key trained government personnel away from facilitating and coordinating the campaign at provincial and district level.

Limited absorption capacity and delays in acquittals of funds received by local partners resulted in disbursement and project implementation delays.

10.11 Creating a Movement to End Violence against Women and Girls in Papua New Guinea: The SASA! Pilot and Family Support Centre Assistance Project

Project Partner:	Population Services International
Total Funding:	\$7,371,191
Funding Timeframe:	October 2015–March 2022
Funding Sources:	\$6,871,191 (<i>Pacific Women Papua New Guinea</i>) \$500,000 (<i>Pacific Women</i> regional program) US\$127,000 (United States Government)

Overview

SASA! is an innovative primary prevention model. It takes a community mobilisation approach designed to enable and inspire communities to rethink and reshape social norms and behaviours that perpetuate gender inequality, violence, and increased HIV vulnerability for women. SASA! uses multiple strategies to reach diverse people and groups in a variety of ways. The key message is to address the imbalance of power between women and men, girls and boys.

The SASA! approach was initially developed by Raising Voices a Kampala based non-profit organisation. A randomised control study conducted in Kampala, Uganda demonstrated that SASA! brought about positive changes in behaviour and led to decreased gender-based violence and risk of HIV. SASA! is used in more than 20 countries by 60 different organisations.

In September 2016, *Pacific Women* in partnership with the UN Women Suva office and Raising Voices funded a *SASA!* workshop. It was subsequently agreed that the Population Services International original plan for a Safe Village pilot should be re-directed to testing *SASA!* through a pilot in Papua New Guinea. The United States Government funded initial activities to develop community-based participatory action research for the Safe Village pilot. *Pacific Women* funding now supports the adaptation and testing of *SASA!* in the National Capital District (the urban pilot) and in West Sepik (the rural pilot) locations. The technical proposal for the *SASA!* pilot was endorsed in February 2018.

By working with communities to end violence against women the *SASA!* pilot contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) of an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

The *SASA!* pilot project contributes to Strategy 4 (Prevention) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improve prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society.

Aims and objectives

The twin goals of the *SASA!* pilot are to shift a community's norms from ones that accept and perpetrate violence and gender inequalities to ones that actively work to prevent them; and to validate the effectiveness of *SASA!* in a rural and urban community.

The specific objectives are:

- A reduction in the social acceptance (attitudes) of gender inequalities and violence against women, including acceptability of perpetrating physical and sexual intimate partner violence against women and acceptability that a woman cannot refuse to have sex.
- A reduction in sexual risk-taking attitudes (HIV risk related) and behaviours.
- An increase and improvement in community activism, support and response to women experiencing physical and/or sexual intimate partner violence, including help-seeking behaviours at an individual and community levels.

Cumulative outcomes to date

Population Services International conducted an extensive consultation and design process for the *SASA!* pilot. The National Capital District Governor provided approval and funding support, which meant the *SASA!* pilot was approved in the National Capital District and subsequently in West Sepik Province. Community asset mapping has been completed in three urban sites of Morata, Hanuabada and Kauagere reaching 467 people (226 women and girls including five with disability, and 241 men and boys including nine with disability).

There has been a strong and positive response by community leaders, provincial administrators, local civil society and faith based organisations to the *SASA!* pilot. In the three urban sites of Hanuabada, Kaugere and Morata 96 community leaders (31 women and 65 men) signed public Partnership Certificate banners committing their communities to the creation of a 'new normal' that prevents violence against women. In March 2019, 125 community activists completed four-day training in strategies and tools to support their community to achieve this new normal.

There has also been strong provincial support for the rural pilot in Bewani district, Vanimo, West Sepik. This includes a commitment for the co-location of the *SASA!* team with the provincial administration to ensure support and coordination with the provincial Department for Community Development and Religion. During negotiations of the pilot site location and community boundaries, the team mapped village and hamlet locations, settlements and logging camps. They provided the provincial administration with estimated populations and information on community infrastructure and services, accessibility and road conditions – information that had not been updated since the census in 2011.

The Papua New Guinea *SASA!* Adaptation Task Team is adapting the *SASA!* Toolkit for the local context and identifying community activists and implementing partners. Project staff have adapted 15 high and six

low priority tools. The process of adaptation includes language translation, content, terminology, issues integration and illustrations.

The *SASA!* pilot commenced by identifying implementing partners and training 15 staff of the Department for Community Development and Religion. The Health Sector Gender-Based Violence Technical Working Group has agreed the *SASA!* screening tool can be considered for inclusion in the National Department of Health Gender-Based Violence Clinical Guidelines.

The project contributes to the *Pacific Women* Papua New Guinea intermediate-term outcome of women and girls, and men and boys, and communities acting to address violence against women.

Plans for January to June 2019

In March, a Raising Voice's technical specialist will visit the pilot teams in Port Moresby and Vanimo, West Sepik, and the *SASA!* pilot will be officially launched with the three communities in the National Capital District. Baseline data collection is due to take place in the first quarter of 2019.

The National Board for Disabled Persons will identify processes, policies and laws regarding improving the lives of women living with disability in relation to violence against women and HIV/AIDS. These findings will inform the *SASA!* media and advocacy strategy. A media advocacy workshop will include disability inclusiveness and influence the media's approach to disability and violence against women.

The project will also work with the Papua New Guinea Assembly of Disabled Persons and other civil society organisations to understand how *SASA!* materials can be made user-friendly, relevant and accessible for people with disability. There will also be training for staff on disability inclusiveness. Population Services International will seek advice on including people with disability at community level in the project.

Population Services International will confirm the key government and civil society representatives on the project's advisory board.

Lessons learned

One strategy to engage and expand reach among networks was to include up to five key stakeholders at each phase of *SASA!* training. A key learning was the need to bridge the gap between entry level engagement with *SASA!* through a PowerPoint presentation and brochure (which was sufficient information for acceptance and a level of commitment to know more) and a commitment of resources to attend a full three or five-day *SASA!* training. The project identified the need for an intermediary activity to engage stakeholders with *SASA!* that shares more on the project specifics. Consequently, a one-day introduction to *SASA!* was designed to target key partners. This has proved successful, with three sessions hosted for 31 stakeholders.

The work involved in adapting materials was significantly greater than anticipated. While the adaptation workshop provided the starting point, adaptation needs are discovered as tools are used. During the reporting period, the project team identified 39 tools and sub-adaptations required.

The project team had anticipated it would be challenging to unite the cross section of leadership within sites. Therefore, significant time was invested in understanding the leadership structures and to map the organisations and influencers as part of the asset mapping. This allowed the team to plan the most effective approach to obtain a cross section of leadership support.

Main barriers

Demands on stakeholders can lead to fatigue and challenges with planning. There are significant time demands for project stakeholders. The importance of considering and mapping other industry and key events that affect these stakeholders is crucial when planning workshops and meetings.

Delays in securing the rural site had the potential to impact progress in the urban site because the project could not conduct intervention activities until the baseline was completed. Project staff discussed this with Raising Voices and the Equality Institute (research lead organisation) to mitigate any risk of impact on activities for the start-up phase. It delayed ethics approval for the baseline data collection.

Literacy challenges in adaptation processes are expected and the project team encountered them in the rural site. Many people could not read the *SASA!* brochure. The project team translated into *Tok Pisin*. However, in cases where people spoke only the local language (*Tok Ples*), the project team relied on community members to assist with translation. Further adaptation work will be required to understand how to approach *Tok Ples* translation needs to maintain fidelity and accuracy of communication. Guidelines will need to be developed, as it will not be possible to provide translations for every *Tok Ples*.

In March, Raising Voices announced adjustments to the tools and advice for monitoring and evaluation and implementation. The *SASA!* pilot was due to begin data collection in the first quarter of 2019. The pilot baseline data plans now need to be updated in accordance with this advice so that the pilot can use the revised monitoring and evaluation tools during implementation. This may result in delays to ethics clearance, data collection and implementation.

10.12 Establishment of Family Support Centres at Arawa Hospital, Bougainville and Daru Hospital, Western Province

Project Partner:	Health and Education Procurement Facility; Health and HIV Implementing Services Provider
Total Funding:	\$1,200,000
Funding Timeframe:	January 2016–April 2018
Funding Sources:	\$1,200,000 (Australian Government’s Gender Equality Fund)

Overview

The establishment of Family Support Centres in Arawa in Bougainville and Daru in Western Province complemented infrastructure upgrades funded under the Papua New Guinea-Australia partnership at each of these hospitals. The additional funding to establish Family Support Centres supported the National Department of Health’s commitment to improve the response to family and sexual violence.

Family Support Centres provide a place for safe and confidential client-centred care to meet the medical and psychosocial needs of survivors of family and sexual violence. They also assist in preventing further family violence through advocacy, community education and increased access to justice for survivors. The National Department of Health used the opportunity through the project, of training potential health workers in Arawa and Daru to pilot the health workers curriculum on responding to sexual and gender-based violence.

Building the Family Support Centre in two additional provinces contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) of an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

The Establishment of Family Support Centres at Arawa Hospital, Bougainville and Daru Hospital, Western Province project contributes to Strategy 3 (Response) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improve quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence.

Aims and objectives

To increase access and availability of safe and appropriate health services for survivors of family and sexual violence in Arawa and Daru.

Cumulative outcomes to date

Two new Family Support Centres have been constructed on the Arawa and Daru hospital sites. Both were opened in 2018.

The National Department of Health, with FHI 360, conducted trainings to pilot a sexual and gender-based violence training manual in Daru, Western Province in July–August 2017 and in Arawa, Bougainville in

September 2017. The pilot tested the content of the training manual with the aim of improving the quality of the document.

In Daru there were 13 participants (12 women and one man) and in Arawa, 12 participants (10 women and two men). Participants were nursing officers (14), community health workers (seven), health extension officers (two) a social worker and a gender equality and social inclusion officer. A medical officer also attended the Daru training for the first week only. The pre-and post-test results showed that over half of the participants increased their knowledge through participating in the training. The sexual and gender-based violence training manual and associated facilitator manual piloted in 2017 has been submitted to the National Department of Health to be endorsed.

The project contributed to the *Pacific Women* Papua New Guinea intermediate-term outcome of quality services continuing to expand, resulting in more survivors of violence accessing services and reporting violence when it occurs.

Lessons learned

Clear and well communicated coordination is needed between the key sectors providing services to survivors of sexual and gender-based violence (such as health, police and judicial services). The inclusion of other service providers in the construction consultations provided an opportunity to strengthen understanding of each service provider's role and relationship to other service providers.

The piloting of the sexual and gender-based violence training manual demonstrated that health workers need to understand what type of medical care a survivor of violence needs. Some work has been done to establish a standardised training package for upskilling Family Support Centre staff.

Main barriers

The Project was implemented through another Australian Government funded project which has ended. *Pacific Women* is seeking updates from the Department of Health on the sexual and gender-based violence training. Though officially opened in Arawa in 2018, the Family Support Centre is currently without staff. Efforts to identify the barriers to staffing and operating the Family Support Centre are underway.

10.13 *Gutpela Sindaun bilong ol Meri na Pikinini*

Project Partner:	UN Women in partnership with UNICEF and UNFPA
Total Funding:	\$2,507,683
Funding Timeframe:	April 2018–June 2020
Funding Sources:	\$900,000 (<i>Pacific Women</i> Papua New Guinea to December 2018) \$468,908 (UN Central Emergency Response Fund) \$1,138,775 (UN Peace Building Fund January 2019–June 2020)

Overview

This project began as a coordinated response by UN Women, UNICEF and UNFPA to the humanitarian crisis following the earthquake in Hela and the Southern Highlands. The project was the Australian Government's first commitment of humanitarian assistance to respond to the earthquake. The project worked to ensure that women and children had access to the support and protection they needed during the earthquake disaster response and recovery.

The project promoted women as first responders to meet the immediate needs of women and children experiencing gender-based violence during the disaster. UN Women established 10 learning, empowerment and protection centres in earthquake affected local level government areas in Southern Highlands Province (Kumin, Topa, Pomberel, Pimaga and Bosavi) and Hela Province (Pureni, Koroba, Komo, Walate and Hoyabiya). UNICEF established nine child friendly spaces in the vicinity of these centres. UNFPA provided trained community health workers to provide sexual and reproductive health services, and referral of sexual violence cases to health facilities.

The centres provided safe spaces for women and children and served as coordination points for addressing immediate needs and supporting a range of recovery efforts. The project trained community child protection volunteers. Child friendly spaces were equipped with case registration log books for community volunteers to record attendance and cases involving gender-based violence or child abuse.

Through its work to reduce the risk of gender-based violence against women and children in an emergency response, the project contributed to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) of an integrated approach for service delivery in districts. In particular, it contributed to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

The *Gutpela Sindaun bilong ol Meri na Pikinini* project contributes to Strategy 3 (Response) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improve quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence.

Aims and objectives

The project aimed to reduce the risk of gender-based violence against women and children and to promote dignity and provide support for women and children's immediate health and psychosocial issues.

Specifically, the project objectives were to:

- Prevent the risk of sexual exploitation and abuse from security and humanitarian actors.
- Establish local women's and children's learning, empowerment and protection centres in 10 high need local level government areas to provide safe spaces, including for shelter.
- Coordinate referral pathways for women and children (and some men) at risk, or experiencing, family and sexual violence or sorcery accusation-related violence.
- Develop a range of simple communication tools to improve access to emergency services and reduce the incidence of sorcery accusation-related violence.

Cumulative outcomes to date

Over 5,300 women and children accessed urgent health, psychosocial and safety services through the centres and other support services, including the *1-Tok Kaunselin Helpim Lain*. Centres were used as community meeting spaces for collecting and disseminating information on the humanitarian response. UN Women recruited 110 community mobilisers (72 women and 38 men) and trained them to support women survivors of the earthquake who were at risk of sexual exploitation and abuse. The community mobilisers staffed the centres.

Community mobilisers and trained health workers at the centres provided individual support to 629 women and 290 men. Support services included sexual reproductive health services, referral support in the case of sexual violence, child abuse, sorcery accusation-related violence and psychosocial first aid. These services did not exist prior to the earthquakes. The UN agencies have secured additional Peace Building funds to continue efforts for another 18 months in the affected communities. The trained community mobilisers and their network of volunteers will remain critical to the ongoing efforts.

Through health posts and the centres, 3,600 women and girls received reproductive health and dignity kits. Women and girls and other vulnerable groups of earthquake survivors benefitted from lifesaving and protection kits provided through the centres and child friendly spaces.

Community mobilisers established a network of 500 volunteers who conducted village level awareness campaigns that reached 153,055 people (60,388 women, 50,754 men and 41,913 youths). This exceeded the target of 60,000 people. The campaigns included messages on prevention of gender-based violence and violence against children. The project partnered with Digicel to disseminate SMS blasts and pre-recorded messages about: what is an earthquake?; gender-based violence; child protection; how to access psychosocial support; and protection against sexual exploitation and abuse. At the height of the response in June 2018, 58,000 people from the earthquake affected populations were reached through distribution of text, calls and SMS inquiries. Towards the end of the response, 2.3 million key psychosocial support messages were disseminated to affected communities via Digicel SMS blasts.

The project provided two additional counsellors to ChildFund's emergency hotline, *1-Tok Kaunselin Helpim Lain*. The hotline provided trauma counselling and psychosocial support for people affected by the earthquake, with 1,820 calls received by nine local trauma counsellors. That only 26.7 per cent of callers were recorded as women is expected to be a symptom of the limited access of women to mobile phones in the affected areas.

The UNICEF child friendly spaces set up adjacent to the learning protection centres provided child protection and psychosocial referrals and services for 50,000 people living nearby. These spaces provided a safe, hygienic and positive environment for children between 2 and 9 years to socialise and study. Volunteers and teachers operating these spaces reported a noticeable reduction in the anxiety and fear of the 949 children (half of which were girls) that benefited from the daily programs at the child friendly spaces.

UNICEF trained 48 community child protection volunteers. The child friendly spaces were equipped with case registration log books for community volunteers to record attendance and cases involving gender-based violence or child abuse. Trained child protection counsellors followed up 67 cases of child abuse reported through the child friendly spaces and took care of 109 children (47 of which were girls) identified as at risk of physical and sexual abuse.

UNICEF leveraged the *Pacific Women*-funded End Violence Against Children Campaign project to deliver messages and handbooks to religious leaders, teachers and children in the Southern Highlands Province reaching 10,799 people (4,971 women and 5,828 men).

For the first time, the Government of Papua New Guinea agreed to a code of conduct to prevent sexual exploitation and abuse. The project briefed over 200 humanitarian personnel from 50 national level church organisations, international and local non-government organisations, provincial disaster authorities and members of national disaster committees on preventing sexual exploitation and abuse. Humanitarian workers engaged in the response from the UN and many others from the Australian Defence Force and Papua New Guinea Defence Force signed this code. This can be used for future humanitarian responses in Papua New Guinea, and is a model for codes of conducts for other sectors. In addition, a response system established and coordinated through the UN Resident Coordinator's office promoted through communication messages across the affected provinces and managed through the *1-Tok Kaunselin Helpim Lain*.

A further 52 humanitarian actors, including police and army personnel, took part in two rounds of gender-based violence in emergencies trainings delivered by UNFPA in October and November 2018. Participants demonstrated an increased understanding of and engagement with issues relating to gender-based violence: causes and consequences and need to prevent and how to respond to gender-based violence. The training also delivered basic knowledge in psychological first aid to gender-based violence survivors and the community-based referral pathway for survivors.

The project contributed to the *Pacific Women* Papua New Guinea intermediate-term outcome of quality services continuing to expand and result in more survivors of violence accessing services and reporting violence when it occurs.

Lessons learned

The project strategy to supplement (not substitute) local efforts and reinforce local capacities was effective. This recognised the importance of traditional practices in coping with the effects of disasters and working with institutions with deep-rooted histories in the communities, such as the churches.

Establishing a network of trained community mobilisers (including local health workers, village court officials, women advocates, ward councillors, clergy, church volunteers, village leaders and youth leaders) enabled the project to secure and sustain access to community members in need of humanitarian response. Community volunteers facilitated community access to psychosocial-support services, strengthened the local level reporting and accountability channels and stimulated dialogue with communities. This was significant because the areas most affected by the earthquake had also suffered from inter-group conflicts and an absence of government support and services, particularly in health and education.

By working together and drawing on agency specific expertise in gender, child protection and gender-based violence in emergencies, the three UN agencies were more effective than they would have been individually.

Main barriers

Women's access to information and resources was limited during the response, in part due to gender inequality. Community members in the areas most affected by the earthquake hold strong cultural views of the place of women and girls. Women are usually not included in decision making and are overburdened with domestic and caring responsibilities and household survival. Women in the area experience high rates of gender-based violence and have low levels of education. They have limited access to information and resources.

The local level governments in the affected provinces have minimal human and financial resources. They have limited understanding of gender and protection, human rights, child protection and sexual and reproductive health issues. In addition, processes for reporting, accountability and response to issues associated with child protection do not exist in the current government structures.

The project faced high operational costs associated with remoteness and relied on limited air transport capabilities to provide relief kits to affected communities. It took time to procure and import relief supplies from overseas. There were also issues with safety, requiring private security and Papua New Guinea military escorts. The UN had to relocate twice due to the impact of tribal fighting. The lack of telecommunications infrastructure, and frequent inter-group clashes, particularly in Hela Province, were challenging.

10.14 Mamayo

Project Partner:	CARE International in Papua New Guinea
Total Funding:	\$4,120,000
Funding Timeframe:	April 2018–June 2022
Funding Sources:	\$3,105,000 (Australian Government's Gender Equality Fund) \$1,015,000 (<i>Pacific Women Papua New Guinea</i>)

Overview

The *Mamayo* project commenced in April 2018. It draws on experiences and lessons from health and economic empowerment projects in Papua New Guinea. It builds family and community support for women's access to reproductive and maternal health and greater participation in economic opportunities and benefits for women.

The project uses an innovative, rights-based approach. It merges family business management tools that improve gender relations, especially in decision making and distribution of workloads within the family, with proven community leadership methodologies that reduce the social and cultural barriers to women's access to health services. The project takes an integrated approach. It strengthens relationships between communities and health service providers to improve the quality and availability of services in health facilities. This includes supporting integrated maternal child health patrols and staff capacity building.

This project works with families and communities based in the health centre catchment sites of Kunua District in Bougainville, Lufa District in Eastern Highlands and Karimiu Nomane District in Simbu Province. These remote local-level government areas and wards have some of the lowest health indicators in the country.

By providing reproductive and maternal health services in rural areas, *Mamayo* contributes to achieving Goal 8 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to achieve a population growth that is manageable, quality, healthy and productive. In particular, it contributes to strategy 8.4 for government to strengthen partnerships with the private sector and NGOs to provide reproductive health education and health care.

The *Mamayo* project contributes to Strategy 3 (Response) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improve quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence.

Aims and objectives

The project aims to improve the reproductive and maternal health of women and their families in disadvantaged rural areas of Papua New Guinea by promoting gender equality in decision making and women's participation in economic opportunities and benefits.

Specific project objectives are:

- Community and family support: Increase community and family support for women's participation in economic opportunities and benefits and access to reproductive and maternal health services.
- Community and family care: Women and their families have the knowledge and skills to access reproductive and maternal health services and create safer healthier homes and families.
- Health system support: Health systems are supported to provide high quality reproductive and maternal health services that are acceptable to the communities.
- Monitoring, evaluation and learning.

Cumulative outcomes to date

Project field teams have completed site scoping, project introductions and socialisation, and community mapping in all project sites, reaching 2,620 people (815 women, 209 girls, 1358 men and 238 boys). Two of the three project catchment areas have successfully completed community agreements (*wanbel* agreements), detailing the roles and responsibilities of the community, the leaders and CARE. The project collected baseline data in two of the three districts in 2018, involving 580 people. The baseline data collection has identified priority issues in relation to gender equality, violence against women, disability and maternal and reproductive health and the data will inform project implementation.

Mamayo supported the polio vaccination campaign in Lufa District that was led by UNICEF and the World Health Organisation. The project provided logistical support and health personnel to assist in the vaccination of 1,249 children. During these trips, CARE also provided antenatal, family planning counselling and outpatient services to 141 adults (96 women and 45 men).

CARE staff have revised the community leadership series manual to include additions on disability inclusion and intimate partner violence.

The project contributes to the *Pacific Women* Papua New Guinea intermediate-term outcome of quality services continuing to expand and resulting in more survivors of violence accessing services. It contributes to women having increased opportunities to participate in formal and informal economic activities or business entrepreneurial opportunities.

Plans for January to June 2019

The project will develop a healthy relationships manual for couples training, combining aspects from CARE's general healthy relationships manual and family business management training.

The project will collect baseline data in Karimiu Nomane District in Simbu Province. Baseline data will be analysed and used to refine project activities and finalise the project's monitoring and evaluation plan.

Lessons learned

Preliminary findings from the baseline survey suggest that cases of incest and intimate partner violence are high, with very limited law enforcement presence in the target sites. In Kunua District in Bougainville, the team uncovered incidences where women with disability were sexually abused, leading to pregnancies. Often these women with disability were not aware of their own pregnancies due to their lack of access to services and knowledge arising from community prejudices.

Health service delivery is limited in project sites, with severely deteriorating health infrastructure and demotivated staff. The use of bush medicines and community referral of patients to the bush doctor or shaman is also prevalent. These practices include using traditional herbs and beliefs to prevent pregnancy, treat pregnancy related complications, and induce abortions for unintended and unwanted pregnancies.

There have been some promising initial findings around the sharing of workloads between husbands and wives. Although the target sites were remote and many gender inequitable cultural practices were prevalent, the distinction between gendered roles and workloads was less pronounced than expected. This positive framework may have implications for the design and facilitation of community trainings.

Main barriers

One of the target health facilities (Sigimaru in Karimui District in Simbu Province) closed due to a suspicious death of a community health worker who was stationed at the health facility. All the health workers and their families have since left the health facility and it is unclear when they will return to the site.

CARE is finalising emergency and project specific contingency plans in preparation for the Bougainville referendum.

10.15 *Kisim Femili Plenin Strongim Kommuniti*

Project Partner:	FHI 360
Total Funding:	\$753,534
Funding Timeframe:	April 2018–March 2021
Funding Sources:	\$750,000 (Australian Government's Gender Equality Fund) \$3,534 (<i>Pacific Women Papua New Guinea</i>)

Overview

The *Kisim Femili Plenin Strongim Kommuniti* (strengthening the community through family planning) project commenced in April 2018. It complements the *Kommuniti Lukautim Ol Meri* (communities looking out for women) project and adopts similar approaches to use community mobilisers to educate the community, family and individuals.⁷⁰

The project focuses on increasing knowledge, acceptance and supply of family planning services, especially for adolescent girls and unmarried women in Aitape-Lumi District in West Sepik Province and Maprik District in East Sepik Province.

The project develops and implements strategic behaviour communication and change strategies to reach out to married and unmarried adolescent and young people, both women and men. The project uses advocacy, interpersonal communication, community mobilisation, mass communications and strategic use of data. In addition, FHI 360 works with health care workers to overcome attitudinal, knowledge and skills barriers in providing family planning services, especially to young people and unmarried women. FHI 360 partners with Marie Stopes International to provide family planning training to health care workers.

By promoting and providing access to family planning, FHI 360 contributes to achieving Goal 8 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to achieve a population growth that is manageable, quality, healthy and productive. In particular, it contributes to strategy 8.4 for government to strengthen partnerships with the private sector and NGOs to provide reproductive health education and health care.

Aims and objectives

The project aims to increase access to and uptake of modern family planning methods, especially for young women and men.

The project objectives are to:

- Increase the demand for use of family planning among married men and women and unmarried adolescents using targeted inter-personal communication and community mobilisation programs that transform traditional gender norms.

⁷⁰ *Pacific Women* funded activity. See Activity Summary 10.7 *Kommuniti Lukautim Ol Meri*.

- Improve access to quality, free, client-centred family planning services, including contraceptives, through existing networks of health service providers.
- Provide reproductive health services, including family planning and modern contraceptives, to youths and adolescents that respond to their health needs and are delivered in youth friendly spaces.

Cumulative outcomes to date

The project conducted a formative study on family planning and sexual and reproductive health in Aitape-Lumi and Maprik Districts in July 2018. The study involved 206 youth and adolescents aged 15–19 years and women aged 20–39 years (100 young women and 106 young men). It aimed to identify knowledge gaps in family planning and to understand barriers affecting family planning and service uptake. The results informed the focus of the project and also helped the project team to develop training materials on interpersonal communication skills, community mobilisation and planning skills.

FHI 360 recruited 28 community-based volunteers (12 women and 16 men) from 24 wards in the Aitape District. The project developed a community outreach toolkit and job aids for community-based volunteers to use in their respective outreach intervention areas. The project trained volunteers in communication, community mobilisation, planning and facilitation.

The community-based volunteers reached 3,082 people (1,172 women, 510 girls, 1,010 men and 390 boys) through small group interventions and couples discussions. Over 90 per cent of those reached were in rural, remote communities.

FHI 360 has built relationships with important stakeholders for the project, particularly with health and education partners.

The dominant religion in Aitape-Lumi is Catholicism, making family planning activities, especially the use of modern contraceptives, potentially challenging. FHI 360 worked with the Aitape-Lume Bishop and received his support for the promotion of natural family planning methods. Although the Catholic Church does not support modern contraceptive use in Catholic run clinics and hospitals for all clients, it will support conditional contraceptive use for women who have more than four children and for women with health complications. The Catholic Church will not obstruct modern contraceptive services in non-Catholic health facilities where the services are provided. This endorsement of the Catholic Church will reduce the resistance of contraceptive use in Aitape-Lume.

The project contributes to the *Pacific Women Papua New Guinea* intermediate term-outcome of women and girls, and men and boys, and communities acting to address violence against women. It contributes to quality services continuing to expand and result in more survivors of violence accessing services and reporting violence when it occurs.

Plans for January to June 2019

FHI 360 will train community-based volunteers on children's rights and child protection.

Project activities will include developing short videos on family planning to target youth, women and men in communities. The project will provide family planning training to health care workers in Maprik and Aitape-Lumi Districts. It will send tailored SMS messages periodically to young people, health care workers, married couples, mothers and fathers in *Tok Pisin*.

The project will conduct a semi-annual survey to assess the change in knowledge and attitudes of project participants.

FHI 360 will increase efforts to include the number of people with disability participating in family planning interventions, particularly through home visits and one-to-one discussions.

Lessons learned

The project acknowledges the need for further work on challenging people's cultural and gender norms and perceptions on marriage, sex and family planning. FHI 360 has identified the need to work more on changing power dynamics between young people, married couples, mothers and fathers relating to family planning needs.

Main barriers

A six month delay in developing and signing the memorandums of understanding with the two provincial health authorities was a procedural challenge that delayed program activities. This included a delay to training for health care workers and accessing vital clinical data from the hospitals and health centres. Because mutual respect and understanding between partners is critical to achieve beneficial results for all parties, FHI 360 took the time to correct any issues identified in the memorandums of understanding.

10.16 Improving Services and Inspiring Leadership to address Family and Sexual Violence in Port Moresby

Project Partner:	Oil Search Foundation
Total Funding:	\$13,048,350
Funding Timeframe:	July 2018–April 2023
Funding Sources:	\$4,500,000 (<i>Pacific Women</i> Papua New Guinea) \$8,548,350 (Private sector subscriptions and in-kind contributions)

Overview

This project is a public-private partnership, known as *Bel isi PNG* (peaceful Papua New Guinea). project grew from increasing awareness about the significant cost of family and sexual violence to businesses. This awareness came from the work of the International Finance Corporation and the Business Coalition for Women.⁷¹ The *Bel isi PNG* project is working closely with the National Family and Sexual Violence Action Committee and the National Capital District Commission's Family and Sexual Violence Action Committee Secretariat.

Several members of the Business Coalition for Women, led by the Bank of South Pacific, committed to increasing the availability of effective family and sexual violence services. The project has established a Femili PNG case management centre in Port Moresby to complement new safe house facilities provided primarily by businesses. This supports efforts to improve coordination between existing service providers for survivors of violence. Employees of companies subscribing to *Bel isi PNG* can access safe house services and the public can access the services on a referral basis.

The project promotes the important role businesses play as leaders and advocates to shift norms and behaviours in relation to the acceptance of family and sexual violence. This includes developing workplace family and sexual violence policies.

The *Bel isi PNG* project contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

The *Bel isi PNG* contributes to Strategies 3 (Response) and 4 (Prevention) of the Papua New Guinea National Gender Based Violence Strategy (2016–2025). In particular, it contributes to improve quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence and to improve prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society.

Aims and objectives

The project aims to inspire the private sector in partnership with government and civil society to play a transformational leadership role in changing attitudes towards family and sexual violence and improving services for survivors.

⁷¹ *Pacific Women* funded activity. See Activity Summary 9.2 Strengthening the Business Coalition for Women.

The project's objectives are:

- The private sector comprehensively addresses the impact of family and sexual violence on the workforce and eventually reduces the cost of family and sexual violence on business.
- Provide effective case management and safe house services for people experiencing family and sexual violence.
- Promote strong partnerships and improve coordination and quality of family and sexual violence services in Port Moresby.
- Effectively manage a sustainable initiative and to ensure a safe and secure environment for staff and clients.

Cumulative outcomes to date

Nine organisations have joined the *Bel isi PNG* initiative as subscribers: Steamships, Brian Bell Group of companies, Oil Search Limited and Oil Search Foundation, the Australian High Commission, World Bank, Bank of South Pacific, Digicel, ExxonMobil PNG and ANZ. Five of these subscribing companies have workplace policies for family and sexual violence in place.

The *Bel isi PNG* case management centre opened on 28 September 2018. It is run and managed by Femili PNG. It has provided services to 45 clients (36 women, five girls, one man and one boy), with 20 per cent of clients coming from subscribing organisations. Services most commonly provided were counselling, information on services, legal advice and transport.

Oil Search Foundation has presented on the project at executive briefing sessions for all subscribing companies and other interested organisations. The presentation provided awareness of the issue of family and sexual violence and its impact on business. It addressed sensitisation to family and sexual violence and garnered crucial support and leadership for change. The Business Coalition for Women has participated in the sessions, sharing information on its services, including its model family and sexual violence policy, policy implementation, workplace training and contact officer training.

Oil Search Foundation has developed an employee toolkit consistent with the National Family and Sexual Violence Action Committee Secretariat's family and sexual violence referral pathway toolkit developed with the Department of Justice.⁷² Oil Search Foundation distributed the employee toolkit through employee awareness sessions. The *Bel isi PNG* toolkit explains the forms that family and sexual violence can take, what the signs are and how someone can be assisted through *Bel isi PNG*.

The inaugural *Bel isi PNG* supported Elimination of Violence Against Women Walk on 23 November 2018 attracted strong leadership support from participants including: Governor Parkop; Corey Parker from the Queensland Broncos team; Cathy Neap, captain of the Papua New Guinea Orchids (Women's rugby team); the Commissioner General of Taxation; the Head of Papua New Guinea Defence Force; the Police Commissioner; and the Managing Director of Oil Search.

The *Bel isi PNG* safe house opened on 18 October 2018. It has provided safe accommodation to 17 clients (nine women, five girls and three boys) plus eight dependents (four girls and four boys). Only one of these clients was referred from a *Bel isi PNG* subscribing organisation.

Femili PNG worked with Oil Search Foundation and the National Capital District Commission's Family and Sexual Violence Action Committee Secretariat to ensure that the safe house coordinates well with the family and sexual violence sector. This includes meeting relevant service standards, policy and data requirements. The *Bel isi PNG* steering committee has reviewed policies for the safe house and case management centre, a child protection policy and a child protection code of conduct. Case management and security procedures are in place and operational.

In August 2018, 25 people attended the *Bel isi PNG* monitoring and evaluation workshop. Oil Search Foundation organised a capacity mapping and planning event for 36 people at a workshop convened by the National Capital District Commission's Gender-Based Violence Secretariat.

⁷² This Referral Pathway Toolkit was developed with supported of the Australian Government-funded Justice Services and Stability for Development program.

The project contributes to the *Pacific Women Papua New Guinea* intermediate-term outcome of quality services continuing to expand, resulting in more survivors of violence accessing services and reporting violence when it occurs.

Plans for January to June 2019

The *Bel isi PNG* Annual Work Plan, which runs until 30 June 2019, has been updated and refined to reflect changes that have occurred in the first stage of implementation.

From January–June 2019, the *Bel isi PNG* team will work with the Business Coalition for Women to ensure that the project has provided a comprehensive briefing to all subscribing companies' executive teams. The briefing is on the family and sexual violence policy development process. Subscribing companies will receive continued support in the development of their policy and will receive workplace training.

A partnership discussion with police and District and Village Courts is planned for May 2019.

An independent client satisfaction review will take place towards the end of February 2019. The review will assess the client satisfaction of key partners. A reflection workshop with partners will be held in April 2019.

Lessons learned

There has been strong early interest in subscriptions from organisations. While a freeze has been placed on new subscriptions to enable the project to incorporate lessons learned and avoid overcrowding services at an early stage, the project continues to receive requests for executive briefings and information. Subscription by the Australian High Commission and World Bank to *Bel isi PNG's* services highlights the need to engage with all organisations that employ a workforce, not just the private sector alone.

Although there has been no direct feedback from larger subscribing organisations regarding the subscription agreement and fee, organisations that operate on smaller margins and which have more than 100 staff have expressed a keen interest in subscribing under a hybrid model of fees and in-kind contributions. The subscription model and partnership approach are innovative, and these learnings need to be considered while balancing sustainability with increased access to services and awareness. Consideration of hybrid approaches, or an additional tier level for subscription will be explored to ensure equity and maximum coverage following a review of the freeze on new subscriptions.

Effective case management and the efficient delivery of services in the referral pathway requires strong partnerships with and between service providers such as the police, health facilities, welfare officers and court clerks. These are so far progressing well. *Bel isi PNG* has faced some challenges, including slow response time from other service providers within the referral pathway and incorrect messaging regarding the service. As *Bel isi PNG* is seen to be well resourced (funds and skills), the project needs to continue to be responsive and supportive of requests for support. Ongoing capacity building work will be important to achieve this.

Main barriers

There are no specialist or child specific services in Port Moresby for children who are affected by or experiencing family and sexual violence. The referrals of unaccompanied children to the case management centre and safe house are indicative of a wider problem in the sector where capacity to support children as clients is limited. *Bel isi PNG* was not designed for unaccompanied children. Advocacy and sector support for children's services should be prioritised, including resourcing for the implementation of the Child Protection Regulations under the *Lukautim Pikinini Act 2015*.

Bel isi PNG employee briefings and the toolkit aim to support both women and men. One man has accessed the services of *Bel isi PNG*, many men have asked for support for family members at the briefings and some have identified as survivors. Organisations with workforces made up largely of men may not recognise the value in subscribing to *Bel isi PNG* services as they may not be sensitised to the issues. Adapting and further delivering the G4S Security training on family and sexual violence and sensitisation could be a step for companies to support men through engagement with the Business Coalition for Women.

11 Outcome 4 – Enhanced Knowledge and Understanding

11.1 Do No Harm: Understanding the Relationship between Women’s Economic Empowerment and Violence against Women in Melanesia

Project Partner:	Department of Pacific Affairs, Australian National University and International Women’s Development Agency
Total Funding:	\$532,814
Funding Timeframe:	February 2014–December 2019
Funding Sources:	\$362,318.44 (<i>Pacific Women Papua New Guinea</i>) \$170,495.56 (<i>Pacific Women Solomon Islands</i>)

Overview

Women’s economic empowerment is recognised as an essential component of economic development programming, both globally and in Papua New Guinea. It is included in the Papua New Guinea Medium Term Development Plan III in order to meet the key result to increase revenue and wealth. This research, published in 2018, enhanced the knowledge and evidence base and informs policy and practice. In particular, it reports on addressing women’s economic disadvantage and facilitating greater economic inclusion in contexts where violence against women is high.

The research examined the relationship between women’s economic advancement and empowerment, and women’s experience of domestic violence. It found that improving women’s economic empowerment is important, but not sufficient, to achieving gender equality.

The research was carried out between 2014 and 2018 in Solomon Islands and Papua New Guinea, including Jiwaka, Simbu and Bougainville. The research involved informal and formal economies, including community-based microfinance and savings initiatives, women’s business enterprises, and cash-cropping (coffee and cocoa). A quantitative survey was conducted to document priorities and experiences of women working in full or part-time formal employment. While the research was primarily a collaboration between the Department of Pacific Affairs and International Women’s Development Agency, a second research collaboration with CARE on the CARE Coffee project⁷³ was developed as a sub-project under the broad umbrella of the Do No Harm research.

The report found that an increase in women’s economic empowerment did not necessarily lead to a stronger negotiating position within a marital relationship, or a decrease in violence against women. It found improvement in women’s economic situation often comes with heavy unanticipated costs to women. This research further reports on other problems that have risen due to a combination of changes in women’s economic status and more general changes in the culture. Violence in particular is often a by-product.

International Women’s Development Agency has developed practical tools and guidance materials to address the issues identified from the research. The kits are designed to help implementers of women’s economic empowerment and savings clubs projects to incorporate strategies to guard against violence against women in their project designs. The kits are published on the International Women’s Development Agency website: <https://iwda.org.au/resource/do-no-harm-toolkit/>.

This research contributed to achieving Goal 1 of the Papua New Guinea Medium Term Development Plan III (2018–2022) of increased revenue and wealth. In particular, it contributes to strategy 1.7.16 to increase women’s access to economic opportunities.

Cumulative outcomes to date

The researchers conducted primary qualitative research in three districts (Kieta, Panguna and Tinupuz) in Bougainville. They explored connections between women’s income generating activities and increased violence against women and other problems that arise due to this change in their economic status. Research

⁷³ *Pacific Women* funded activity. See Activity Summary 9.1 Coffee Industry Support Project.

with coffee growers in Goroka explored the impact of family-based approaches on decision making and women's economic empowerment.

The Do No Harm survey of professional women working in full or part-time employment in Papua New Guinea and Solomon Islands was undertaken as part of the larger research project. It was undertaken to understand whether and in what ways economic inclusion and empowerment initiatives affect women's experience of violence.

The Do No Harm research makes an important distinction between women's economic advancement and women's economic empowerment. Economic advancement refers to 'women gaining increased income, access to employment and other activities that see their resources increased'. For women's economic empowerment, the Do No Harm research adopts the definition given in a 2016 Overseas Development Institute report: 'Women's economic empowerment is the process of achieving women's equal access to and control over economic resources and ensuring they can use them to exert increased control over other areas of their lives.'⁷⁴

Women's economic empowerment requires economic advancement (women's access to resources) and it also requires an increase in women's power and agency.

This research contributed to *Pacific Women* Papua New Guinea's intermediate-term outcome of evidence about gender inequality and discrimination, causes of violence and drivers of change in Papua New Guinea being widely disseminated and used to enhance program planning.

Plans for January to June 2019

International Women's Development Agency will conduct workshops with project managers and implementing partners to support projects to address the risks of harm to women while encouraging women's economic empowerment during project design and implementation.

Lessons learned

The research found that while many women are achieving forms of economic advancement, this does not necessarily translate into economic empowerment. It found that intra-household inequality seldom changes, even when women bring money into the household. On top of their income-earning work, most women continue to bear the responsibility for the agricultural labour that ensures that there is enough food to eat in the household. They bear the burden of responsibility for unpaid house and care work (such as carrying water and firewood to the house, cooking, cleaning and childcare).

Powerful norms play an influential role in determining whether women's greater earning capacity translates into more power for them in the household. Even when women are bringing money into the household, they are rarely able to negotiate a reduction in other responsibilities such as unpaid domestic and caring responsibilities. The research clearly shows that women's ability to negotiate a more equitable sharing of housework depends largely on gender norms in relation to the division of labour. This demonstrates the importance of addressing discriminatory gender norms, such as responsibility for unpaid care work, as part of economic empowerment initiatives.

The research found that women's increased financial resources often enable men to lessen their own contributions to the household, or in some cases, to contribute nothing at all. This allows husbands to use their money for their own discretionary consumption (while continuing to enjoy the benefits of family life, including the food provided by his wife). In such circumstances, when men contribute little either financially or by helping in the home, women's economic advancement means a large increase in women's work burden.

The research also found that women's decision making in the household varies and often does not correlate with their experience of violence in the household. Even in relationships where women make decisions jointly, violence is experienced.

⁷⁴ Hunt, A. and Samman, E. Women's Economic Empowerment: Navigating Enablers and Constraints, Overseas Development Institute, London, 2016.

Research among coffee smallholders indicates that while women often have access to their own resources, this does not equate to empowerment. There are many reported instances of women earning money through coffee growing being forced to have sex with their husbands against their will. Often both women and men subscribe to the view that it is acceptable for a man to beat his wife or partner. This suggests that empowerment in one domain does not stop disempowerment in another.

The Bougainville research and formal economy research found that increasing women's command over financial resources can expose women to domestic conflict and violence when it is perceived to threaten ideas of masculinity and established gender roles. In Bougainville, women report that alcohol consumption is a major resource depleting activity and is central to marital violence and discord. Triggers for violence include not doing what their male partner or family member wanted, conflict over how income is spent, arriving home late from work and work-related travel.

Thus, women's economic empowerment programs must challenge the gender norms and practices in the context of marital relationships and the power imbalances in the other dimensions of women's lives, to achieve real change for women. The research highlights the importance of working with men to challenge gender inequitable behaviour and norms both within the household and the workplace.

The research also highlights the importance of considering, as part of any economic empowerment programs, support services or referral mechanisms which are available for women who have experienced violence. It is vital to work with community organisations and networks to improve the access, affordability and quality of support services for women survivors of violence.

The research identifies a range of strategies to strengthen economic empowerment. Savings clubs are a vehicle for improving women's business acumen, financial management and administrative skills. In places like Bougainville, where churches are a pervasive influence in people's daily lives, the churches are an obvious starting point for developing community-based gender transformative programs. The development of community laws which is taking place in many communities in Papua New Guinea provides a promising starting point for the changing of community norms.

Employers can increase women's safety in the workplace by adopting gender-based violence workplace policies and investing in workplace training to raise awareness of workplace procedures and support for women to access justice. Businesses can assist survivors of violence to access support services during workhours. Provision of safe transport can decrease the risk for women on their journey home and minimise the risk of violence arising because of jealousy from male partners.

Main barriers

Low levels of educational attainment among women coffee smallholders contributes to their financial exclusion. They generally do not speak English, which is the language of banking. They have poor numeracy skills. The Papua New Guinea government, donors and non-government organisations are increasingly focusing on financial literacy. The research suggests that there needs to be focus on education, particularly literacy, for adult women and girls more generally.

11.2 Gender-differentiated Labour Allocation in Agriculture in Papua New Guinea: Time-Use Survey

Project Partner:	World Bank Group
Total Funding:	\$210,100
Funding Timeframe:	May 2016–December 2018
Funding Sources:	<i>Pacific Women</i> regional program

Overview

The Agricultural Time-Use research project was one of a number conducted by the Australian Government and the World Bank Group that contribute to learning about how to address key gender inequalities in the Pacific region effectively. The partnership used findings from the World Bank Group's regional gender

innovation labs and gender-informed interventions from around the world to inform, compare, and test results in the Pacific context.

This project added a time-use module into the impact evaluation survey of the Productive Partnerships in Agricultural Project. The survey was conducted with around 800 cocoa farming households in East New Britain and Bougainville and 680 coffee farming households in the Highlands. The Productive Partnerships in Agricultural Project is co-financed by the World Bank, the International Fund for Agricultural Development and the European Union. It supports cocoa and coffee producers to improve productivity, business operations and market opportunities.

This research expanded knowledge of barriers to and opportunities for optimising women farmers' productivity in these sectors. It is informing the design of a new phase of the project under development by the World Bank and the Government of Papua New Guinea.

This research built on the earlier World Bank study, 'The Fruit of her Labor'. That research found that the competing demand on family labour within the household affects the quality of coffee and cocoa produced in Papua New Guinea. This, in turn, affects the value that households derive from these commodities.⁷⁵

This research contributed to achieving Goal 1 of the Papua New Guinea Medium Term Development Plan III (2018–2022) of increased revenue and wealth. In particular, it contributes to strategy 1.7.16 to increase women's access to economic opportunities.

Aims and objectives

The study aimed to better understand labour dynamics in the agricultural sector in Papua New Guinea.

Specific objectives were:

- To generate new and up-to-date data on the allocation of time by men and women in farming communities in Papua New Guinea engaged in the coffee and cocoa sectors.
- To increase in number of pilot interventions tested to help women release time and allocate time more efficiently, particularly to economic activities.
- That research findings inform national and/or sector policies and development assistance frameworks.

Cumulative outcomes to date

The final report was launched in both Goroka and Kokopo in December 2018. It is available on the World Bank and *Pacific Women* websites.

The time-use and gender study looked at the impact of gender-differentiated domestic work burdens on the ability of women to allocate their labour to the time-critical, more economically valuable tasks of cultivation, harvesting and processing of coffee and cocoa. The report identified trends in time allocation and links these patterns to household welfare outcomes. It tested how variables such as education, age and women's empowerment influence allocation of labour to agriculture, versus to other tasks, within households. It examined whether this influences household income generation and welfare.

The main findings of the study were:

- Men and women do not share the same activities or tasks within the household:
 - Men's work is geared more towards cocoa or coffee production whereas women are more likely to run their own businesses.
 - Women understand that their activities in cocoa projects are key to the quality of the end product but are more likely to engage in other agricultural production activities which give them a more direct gain.
 - Men work longer hours in profitable coffee and cocoa activities, whereas women are busy with domestic activities. Overall, women work on average 2.7 hours per day more than men in cocoa-growing areas and 1.7 hours more per day in coffee-growing areas.
- Discrimination against women's work:

⁷⁵ The Fruit of her Labor: Toward Gender Equitable Agribusiness in Papua New Guinea, World Bank Group, 2015 <http://documents.worldbank.org/curated/en/docsearch/report/ACS10004>

- Intra-household decision making ignores the needs and capabilities of women which leads to discrimination and inefficiencies. Even when women are more educated, the average time-use gaps between women and men remain about the same.
- Non-cooperative behaviour within the household:
 - Intra-household decision making processes influence the allocation of time and household efficiency. When making purchasing decisions, partners often make decision together. Women are more likely than men to make decisions alone. Having a mobile phone or access to the internet correlates with higher bargaining power for women. In contrast, bargaining power is lower when household asset wealth increased, and within larger households. Women have to ask permission from their partner to go to other areas.

This research project expands knowledge of barriers and opportunities for optimising women farmers' productivity in these sectors. It informs the Productive Partnerships in Agricultural Project's activities and strategies, including the implementation of its recently developed gender action plan. It can also inform future agriculture projects, whether supported by the World Bank or by other development partners.

The research contributed to the *Pacific Women Papua New Guinea* intermediate-term outcome of evidence about gender inequality and discrimination, causes of violence and drivers of change in Papua New Guinea being widely disseminated and used to enhance program planning.

Lessons learned

The research results show that women in Papua New Guinea carry a substantial burden of domestic work and are generally primarily responsible for cooking, washing, cleaning and caring for other household members. This leaves them little time to substantively engage in more value-added agricultural activities. The domestic workload may be reduced by technological interventions to reduce labour inputs, or by a more equal sharing of domestic tasks between household members through awareness raising.

The results show that women's economic empowerment generally improves household productivity and efficiency in coffee growing areas. The results also show that household welfare outcomes are higher when women have more control over the sale of cocoa and coffee and the resulting income.

Women can have more control and bargaining power when they have access to a mobile phone or the internet. This also occurs when they have an equal relationship with their male partner, with whom they are not afraid to disagree over household decision making. Therefore, gender norms and practices in marriages and household dynamics greatly influence household welfare and women's control and bargaining power over household decision making.

The research has identified important policy and program implications in the space of women's economic empowerment. Given the entrenched nature of gender dynamics and attitudes in households in Papua New Guinea, it is important to conduct awareness raising and training on gender dynamics. This includes placing a significant focus on improving gender relations within marital relationships, so women have increased decision making in their marriages and households. This enables women's economic empowerment projects to be more effective.

Projects that seek to engage women directly in more profitable agricultural activities may need to reduce the domestic burden for women at the same time. Without such efforts, there will be a greater overall workload for women, as they continue their usual tasks while taking on additional tasks.

11.3 Developing Communication Strategies for Social Change against Sorcery Accusation Related Violence

Project Partner:	Queensland University of Technology in partnership with the Centre for Social and Creative Media at the University of Goroka
Total Funding:	\$1,281,727.31
Funding Timeframe:	August 2016–April 2020
Funding Sources:	\$946,000.25 (<i>Pacific Women Papua New Guinea</i>) \$335,727.06 (Queensland University of Technology)

Overview

This research project targets the need to develop communication strategies as an integral part of the Papua New Guinea Sorcery and Witchcraft Accusation Related Violence National Action Plan 2015 (referred to as the Sorcery Accusation Related Violence, or SARV, National Action Plan). The research develops appropriate communication strategies that are informed by local knowledge and contexts. It involves those affected by sorcery accusation-related violence. It uses arts-based research approaches (photography, digital storytelling and film) to facilitate a design process where community and experts develop communication strategies that meet communities' needs.

The project undertakes activities under the initiative *Yumi Sanap Strong – Laif Em Bikpela Samting* which promotes strength and the value of human life as key components when seeking to address sorcery accusation-related violence. It works with local partners to develop effective and locally relevant research and communication strategies for social change against sorcery accusations. Local partners include the Highlands Women Human Rights Defenders Movement, the Kafe Urban Settlers Women's Association, Kup Women for Peace, Kedu Seif House and the Nazareth Centre for Rehabilitation. The communication messages, including short films, are widely disseminated and used for advocacy and to promote community discussion.

This project builds on successful models of arts-based advocacy developed by the Centre for Social and Creative Media, University of Goroka.⁷⁶ The project supports, and is overseen by, the SARV National Action Plan Research Committee.

The project contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

Aims and objectives

The aim of this research project is to address violence related to accusations of sorcery in Papua New Guinea and specifically to:

- Develop audio-visual education, advocacy and awareness materials that capture initiatives that break the link between sorcery and violence and demonstrate best practice examples of tackling sorcery accusation-related violence.
- Develop and implement a strategy to ensure communication of the materials and messages to key stakeholders and the public.
- Identify and network with organisations and individuals to provide mutual support and assistance in creating educational resources and advocacy strategies.
- Establish the Centre for Social and Creative Media and the University of Goroka as a key hub for audio-visual educational resource material on social issues and strengthen networking and collaboration with other partners to provide a holistic response to sorcery accusation-related violence in Papua New Guinea.

⁷⁶ Examples include through the *Yumi Kirapim Senis* series. *Pacific Women* funded activity. See Activity Summary 10.3 Support for strengthening national coordination, implementation and monitoring mechanisms to prevent and respond to family and sexual violence.

Cumulative outcomes to date

The project is on track to achieve its objectives to develop effective and locally relevant research and communication strategies for social change against sorcery. With Oxfam, researchers developed materials to support the advocacy and legal education work of the human rights defenders' networks.⁷⁷ This became the Communicating the Law Toolkit which was launched in partnership with Oxfam in October 2018. The toolkit includes interactive approaches to assist communities and individuals understand the laws that protect families, in particular women and children. Eleven facilitators have been trained to use the toolkit in Goroka.

The project completed four digital storytelling workshops in Simbu, Goroka, Alotau and Bougainville for its community partners Kup Women for Peace, Kafe Urban Settler's Women Association, Kedu Seif Haus and the Nazareth Centre for Rehabilitation. It ran a process drama workshop for the SEEDS Theatre Group in Lae.

The project has completed 43 digital stories (41 publicly released) to date. A discussion guide to be used with the digital stories is being finalised, along with other participatory communication tools. The research and digital stories were disseminated by the national broadcaster and other media partners. Facebook and Vimeo publication have gained 886 followers and over 5,000 video clicks. Public launches and discussion forums were held in Port Moresby, the Highlands and Bougainville.

Digital stories were screened in communities in Goroka, Simbu, Bougainville and Alotau, reaching an audience of 3,155 people. Viewers engaged in a dialogue on sorcery accusation-related violence after watching the stories.

Queensland University of Technology and *Pacific Women* held a sorcery accusation-related violence workshop and public forum in Port Moresby in November 2018 for 68 people (46 women and 22 men). The forum brought together key institutions, organisations and local research partners engaged in research around sorcery accusation-related violence. At the forum, the project shared findings from the digital story community film screenings.

The project participated in a radio talk back show hosted by the National Broadcasting Corporation, highlighting sorcery accusation-related violence and the work that human rights defenders were doing to address it in November 2018. The project has linked media organisations to human rights defenders.

The [Yumi Sanap Strong website](#) was launched in early 2019 to showcase the digital stories and initiative activities.

The project contributes to the *Pacific Women Papua New Guinea* intermediate-term outcome of evidence about gender inequality and discrimination, causes of violence and drivers of change in Papua New Guinea being widely disseminated and used to enhance program planning.

Plans for January to June 2019

The project will work on analysing data and writing up project findings, including running a data analysis workshop to further strengthen local partner organisation's build their skills and experience in analysing their own monitoring data. The project team plans to further monitor advocacy materials, including monitoring the use of the Communicating the Law Toolkit. The project team will provide a photo exhibition at the Australasian Aid Conference in Canberra, Australia in February. More filming is planned for Bougainville and Alotau and four films are due for release in 2019.

The project plans to further support partner organisations' online presence with possible further opportunities to raise visibility within Papua New Guinea and support from the international community.

Lessons learned

The project has found that organisational partners have integrated participatory and creative tools well. Ongoing support can strengthen this engagement.

⁷⁷ *Pacific Women* funded activity. See Activity Summary 10.2 Responding to Gender-Based and Sorcery-Related Violence in the Highlands.

Capacity building processes have been included in all activities. These need to be better factored into budgets and timelines. Data analysis training can strengthen organisations' reporting skills and support evidence-based implementation.

The project has identified a need to document the organisations' key strategies to showcase their valuable knowledge in community practice and engagement.

Bringing together journalists and human rights defenders to disseminate findings proved fruitful. Both groups appreciated being in direct contact. The project aims to continue to facilitate the documentation of stories and appropriate representation in the media.

Main barriers

The main risk identified in this reporting period relates to facilitating use of the Communicating the Law toolkit. While the toolkit aims to be effective by creating emotional responses among audiences, there is also a risk in engaging participants who have previously experienced violence, or who have inflicted violence on others.

The project has conducted sessions where both victims and perpetrators participate. There is a need for careful facilitation of sessions when this occurs. Facilitators need to be aware of all support services in place to assist participants after the screenings. The first 11 facilitators trained in the Communicating the Law Toolkit bring this skill and knowledge with them. This must be considered in planning further distribution of the toolkit.

There were reports of human rights defenders inviting perpetrators to screenings of stories in which they were directly involved. According to human rights defenders, this strategy had impact. However, the project team recognises the risk of confrontation in such a situation.

Security issues for human rights defenders continue to be an ongoing concern. All partner organisations have put their own processes in place to ensure people's safety. The risk is that these will not work all of the time.

Due to limited budget for the dissemination of the stories, it has not always been possible to travel to remote and less accessible places to showcase the stories.

11.4 Improving the Impact of State and Non-State Interventions in Overcoming Sorcery Accusations Related Violence in Papua New Guinea

Project Partner:	School of Regulation and Global Governance (RegNet), Australian National University ⁷⁸
Total Funding:	\$1,867,198.71
Funding Timeframe:	September 2016–June 2020
Funding Sources:	\$1,059,239.23 (<i>Pacific Women Papua New Guinea</i>) \$807,959.48 (Australian National University)

Overview

Violence in Papua New Guinea related to accusations of sorcery can lead to economic disempowerment, poor health, insecurity, persecution and violence, including torture and murder. It has inter-generational impacts.

The Government of Papua New Guinea, led by the Department of Justice and Attorney General and a broad range of civil society, faith-based and international organisations have introduced legislative reforms, projects and programs. These include a Sorcery and Witchcraft Accusation Related Violence, or SARV, National Action Plan 2015 that sets out a comprehensive response to the problem.

⁷⁸ The lead researcher has changed schools within the Australian National University.

This project seeks to identify what is currently being done to address the problem of sorcery accusation-related violence in Papua New Guinea and how responses can be improved.

RegNet draws together the efforts of Papua New Guinean research partners, primarily the National Research Institute and Divine Word University. The project works closely with the Department of Justice and Attorney General and the Family and Sexual Violence Action Committee. It also works alongside a Queensland University of Technology project to develop communication strategies for social change against sorcery accusation-related violence.⁷⁹ These two sorcery research projects work together to bridge the gap between policies and action at community level by understanding the triggers for violence and ways of overcoming it.

This project complements other ongoing research on this issue by the Australian National University's Department of Pacific Affairs. This includes work on perpetrators of sorcery accusation-related violence and work on violence against women and elections.

The project contributes to achieving Goal 5.2 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for an integrated approach for service delivery in districts. In particular, it contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development.

Aims and objectives

The objectives of the project are to:

- Identify the regulatory levers that exist to overcome sorcery accusation-related violence and the context or conditions necessary for them to work effectively.
- Document the Sorcery Accusation Related Violence National Action Plan as a coalition for change network through identifying its development, impacts, failures and challenges.

Cumulative outcomes to date

The project is on track to achieve its objectives. The research team has developed close professional ties with key members of the Consultative Implementation and Monitoring Council, the National Research Institute, the Department of Justice and Attorney General, Divine Word University and the Constitutional Law Reform Commission.

The literature review and policy brief setting out events related to the Sorcery Accusation Related Violence (SARV) National Action Plan have been published. The research team has briefed a wide range of audiences, including at a UN meeting in New York.

The project has recruited and trained Papua New Guinea-based research assistants from Enga, Bougainville and in the National Capital District. This team of case recorders completes case note forms in each of these locations and monitors Port Moresby village courts' involvement in cases relating to sorcery accusation. Training and data collection in Lae and Jiwaka province is conducted through Femili PNG and Voice for Change.

The project has documented 397 cases of sorcery accusations between January 2016 and July 2018 in Enga (97), Bougainville (228) and from January 2017-July 2018 in Port Moresby (72). Of these, approximately one-third led to violence involving multiple and secondary victims.⁸⁰

The project has presented preliminary findings at workshops and conferences, including the sorcery accusation-related workshop organised by *Pacific Women* in Port Moresby in November 2018 and three conferences in Australia. Some of the preliminary findings are:

- There is variability in victimisation by location and over time, and impacts on families differ. There are differences also in the types of violence perpetrated: women are more often victims of burnings, sexualised violence and torture. Men are more often accused in Bougainville.

⁷⁹ *Pacific Women* funded activity. See Activity Summary 11.3 Developing communication strategies for social change against sorcery related violence.

⁸⁰ *Pacific Women* funded activity. Background to the research is available at: <http://www.stopsorceryviolence.org/improving-impact-of-interventions/>

- Accusation causes both immediate and long-term harm in multiple ways.
- There are various catalysts for accusations and violence.
- There is widespread confusion about the law, and this poses challenges for the community justice sector.
- There is an important role for the law and justice sector.
- Most accusations of sorcery are dealt with in a non-violent manner.
- Individuals and organisations working together are able to overcome barriers that those working alone cannot. Data analysis shows that each additional person or institution that tries to intervene in stopping violence results in a higher probability of violence either not occurring or stopping before it escalates further.
- Government agencies are making progress, despite limited funding for the implementation of the National Action Plan.
- Leadership and clear messaging are critical to cut through the confusion and uncertainty generated by fears of sorcery, and to model positive ways in responding to such anxieties.
- Prevention (rather than reaction) is critical.

The research contributes to the *Pacific Women* Papua New Guinea intermediate-term outcome evidence about gender inequality and discrimination, causes of violence and drivers of change in Papua New Guinea being widely disseminated and used to enhance program planning.

Plans for January to June 2019

The project will continue to build its database and undertake longitudinal documentation of cases at the different project sites.

The project is monitoring several national legal cases closely, including appeals against the Madang convictions, to see what may be shifting in the legal landscape.

Lessons learned

Papua New Guinean researchers from Enga and Bougainville play a critical role in the project and are able to take the research in new and important directions.

It is important for projects to make the most of opportunities as they arise in relation to raising awareness of sorcery accusation-related violence prevention.

Main barriers

The SARV National Action Plan Core Committee has not met for the past six months. Stakeholders have expressed frustration about the lack of funding for activities under the SARV National Action Plan, despite the nominal allocation of funding to the Department of Community Development and Religion.

Tribal fighting in Enga has continued to impede data collection.

11.5 The Last Taboo: Research on managing menstruation in the Pacific

Project Partner:	Burnet Institute, Water Aid and International Women's Development Agency
Total Funding:	\$540,000
Funding T:	2016–2017 ⁸¹
Funding Source:	<i>Pacific Women</i> regional program

Overview

The Last Taboo project provided formative research on barriers to women's and girls' effective menstrual hygiene management and the potential impacts of menstruation on their participation in education and

⁸¹ This activity is included in the 2018–2019 performance report to report on the follow up workshop held in 2018.

income generation. The research was conducted in Papua New Guinea (Bougainville and the National Capital District), Solomon Islands and Fiji.

Aims and objectives

The research explored the challenges experienced by women and girls in managing their menstruation. It studied whether these challenges make it hard for women and girls to participate equally in school and work and engage with their communities.

Specifically, the study aimed to:

- Understand how women and girls in the Pacific currently manage menstruation.
- Explore the barriers and challenges experienced by these women and girls with regard to their management of menstruation.
- Determine the impact of menstrual management practices on women's and girls' participation in education and income generation.
- Identify opportunities to improve women's and girls' ability to manage their menstruation safely and with dignity.

Cumulative outcomes to date

The research in Papua New Guinea was conducted in March 2017 with support from Susu Mamas and Plan International. It focused on menstruation and how it is managed by women and adolescent girls. A final report and detailed reports on each of Papua New Guinea, Fiji and Solomon Islands were published in July and August 2017. The reports are available on the *Pacific Women* website.⁸²

A follow-up workshop was held July 2018 for community and business organisation. The workshop focus was improving menstrual health management in the Asia-Pacific region. The workshop sought to understand and identify ways to overcome any inefficiencies and obstacles in the menstrual health market across the region. Participants explored potential investment opportunities in Pacific Island Countries' menstrual health market. Forty-three participants attended from 13 countries: Australia, Fiji, Indonesia, Marshall Islands, New Zealand, Papua New Guinea, Philippines, Solomon Islands, Samoa, Timor-Leste, United Kingdom, United States and Vanuatu.

Organisations that work in Papua New Guinea were represented at the workshop. These included Queen Pads, Seif Meri Mun, Moon Sick Care Bags (Reef and Rainforest Research Centre) and HEAPS International.

The research contributed to the *Pacific Women* Papua New Guinea short-term outcome of enhancing knowledge and understanding through research being undertaken to better understand gender inequality and discrimination. The follow-up workshop contributed to the intermediate-term outcome of evidence about gender inequality and discrimination in Papua New Guinea being widely disseminated and used to enhance program planning.

Lessons learned

The workshop identified that the biggest challenge for social enterprises that produce and sell reusable menstrual products in the Pacific is the inability to source materials locally and at a reasonable price. The product producers all use the same three materials: cotton textiles, polyurethane laminate and button snaps.

This means there is an opportunity to increase supply of these materials through a single purchasing and distribution system. Common purchasing and distribution networks for businesses and non-government organisations is being investigated and could significantly reduce the costs and time associated with sourcing materials.

A community of practice has been formed to enable local actors to connect ideas and capabilities. It aims to raise capital across the menstrual health ecosystem and support working together toward a sustainable market.

⁸² <https://pacificwomen.org/research/the-last-taboo-research-on-managing-menstruation-in-the-pacific/>

11.6 Research Training Program

Project Partner:	Department of Pacific Affairs, Australian National University
Total Funding:	\$807,539
Funding Timeframe:	June 2017–June 2020
Funding Sources:	\$506,504 (<i>Pacific Women</i> Papua New Guinea) \$301,035 (Australian National University)

Overview

The Research Training Program is designed to enhance the research skills of Papua New Guinean researchers and practitioners undertaking research to inform policy and program development. It is delivered by Department of Pacific Affairs and the Papua New Guinea Institute for Medical Research academic staff.

The Research Training Program introduces fundamental tools and techniques of field-based research and provides practical experience in choosing and using key research methods. Participants learn how to define a research problem, develop questions to guide their research, choose the most appropriate methods, conduct robust and ethical research and write clear reports outlining their research findings.

The Research Training Program contributes to achieving Goal 3.5 of the Papua New Guinea Medium Term Development Plan III (2018–2022) for equal opportunities for all to participate in and benefit from social development.

Aims and objectives

The core objectives of the project are to:

- Enhance and develop the research capacity of organisations funded by *Pacific Women* on issues concerning gender equality and women's empowerment in Papua New Guinea.
- Enhance and develop the communication skills of researchers focusing on gender issues in Papua New Guinea.
- Generate research-based evidence that contributes to informed policy and programming regarding gender inequality in Papua New Guinea.

Cumulative outcomes to date

The project has been more challenging than anticipated. A call for expressions of interest for participation in the program was held November 2017. Applications were received from 16 people (13 women and three men) working for programs and organisations funded by *Pacific Women*, members of the *Pacific Women* Monitoring and Evaluation Panel, staff of the Papua New Guinea Constitutional and Law Reform Commission and an independent researcher. Applicants had varying degrees of research experience.

The project has conducted workshops to support researchers with skills in proposal writing and research ethics. Participants have worked on 10 research proposals. The proposals have been refined with mentoring from the Australian National University and Institute of Medical Research staff.

The research proposals cover topics including media representation of sexual violence in Papua New Guinea; legislative reforms to improve gender equality in Papua New Guinea; factors contributing to women's economic empowerment in Papua New Guinea; participation of women with disability in social programs and services; effects of intimate partner violence on pregnancy outcomes; access to healthcare for gendered diseases; and an examination of sorcery accusation-related violence.

This activity contributes to the *Pacific Women* Papua New Guinea intermediate-term outcome of evidence about gender inequality and discrimination, causes of violence and drivers of change in Papua New Guinea being widely disseminated and used to enhance program planning. It contributes to the *Pacific Women* Research Strategy Key Result Area 3 of the Pacific region having strengthened capacity to carry out gender research.

Plans for January to June 2019

Mentors from the Australian National University and Institute of Medical Research will review the final research proposals. A panel will be established to conduct blind reviews of the proposals. The reviewers will come from Papua New Guinea's academic community and partners with a direct interest in the research findings, as well as an Australian academic representative.

The Australian National University and Institute of Medical Research will facilitate ethics approval for funded research projects. Discussions are currently underway with institutions about the nature and status of ethics approval processes. A selection of research projects will be completed in the next 12 months. The successful projects support robust evidence collection to meet *Pacific Women* priorities and/or meet Government of Papua New Guinea gender commitments.

Mentors will continue to provide researchers with guidance. The mentors will support researchers with research ethics, implementation of research methodologies, data analysis, writing research findings and publishing research findings. Mentoring will be provided through email, phone and in-person.

Lessons learned

During two workshops, the Research Training Program has identified the need for a structured course and research examples to guide proposal development. Regular coordination and communication is needed to ensure adequate support for the participants.

There is a need to create opportunities for participants to display the research skills and techniques that they have developed through the research training. Participants of the project come from different backgrounds. This created a challenge in developing an approach that addressed the varying skills need of participants.

Main barriers

A survey of project participants conducted by the Support Unit identified areas for improvement. The survey highlighted a need for better coordination of the project as a whole. Significant improvements have been made to the Research Training Program. This was evident in the third workshop conducted in the second half of 2018, where participants demonstrated improved development of research proposals.

11.7 A study of the use and efficacy of protection orders as a key response to domestic and family violence

Project Partner:	Department of Pacific Affairs, Australian National University
Total Funding:	\$303,898
Funding Timeframe:	April 2019–July 2020
Funding Sources:	\$188,954 (<i>Pacific Women</i> Papua New Guinea) \$114,944 (Australian National University)

Overview

Many Pacific Island Countries have enacted legislation enabling the granting of protection orders to prevent and reduce family and sexual violence. This includes Papua New Guinea's *Family Protection Act 2013*.

Globally, issues have been identified in relation to the efficacy of protection orders. These include risks associated with the application process and the issuing of orders, the timeliness of the process and responses to breaches of orders. There is debate about whether protection orders deter further violence.

This study looks at the use of protection orders as a key response to domestic and family violence in Papua New Guinea. A pilot stage of this research took place in Lae in Morobe Province during 2018 to test the research approach and methods, including using data from Femili PNG Family and Sexual Violence Case

Management Centre.⁸³ This study will continue in Lae and in four additional research locations to examine how protection orders are being employed. The study will investigate the impact of protection orders.

This research contributes to achieving Goal 4.1 of the Papua New Guinea Medium Term Development Plan III (2018–2022) to improve enforcement of the rule of law and prosecution by capacitating law and order agencies and further rollout of law and justice sector programs throughout most parts of the country including rural and remote areas. In particular, it contributes to strategy 4.1.1 to strengthen, increase capacity and modernise the law and justice services at all levels.

The project contributes to the *Pacific Women* Papua New Guinea intermediate-term outcome of there being increased availability of information and training to support women's leadership, economic empowerment, prevention of family and sexual violence, and improve service delivery.

Aims and objectives

The project aims to investigate the expectations, use and efficacy of family protection orders in Papua New Guinea since the introduction of the *Family Protection Act 2013*.

Specific research questions are:

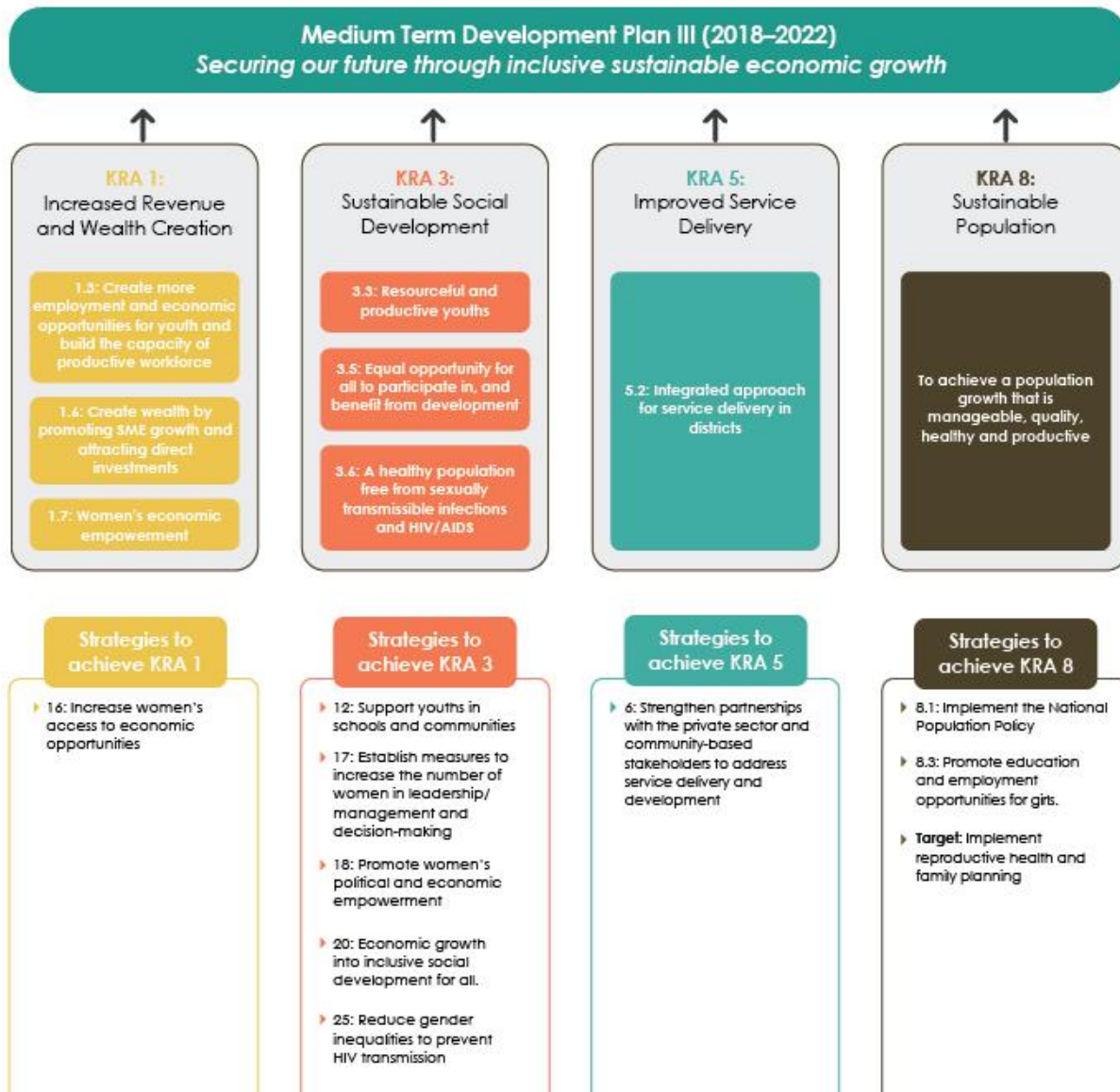
- What do the complainants want when seeking protection orders and what do they expect of protection orders?
- How is the process being conducted?
- How many orders are being granted and are they meeting the needs of complainants?
- Are the conditions of the orders being respected, and if not, what are the consequences of breaches?
- How are protection orders being used by complainants to try to ensure their safety? Why? How do these processes interact with community / customary / church mechanisms of ensuring safety?
- What are the practice changes reported by District and Village Court officials relating to family protection orders? What are their attitudes and how much knowledge do they have?

Plans for January to June 2019

The research team will commence by seeking formal support from key stakeholders. They will establish the local research networks needed to carry out fieldwork in Lae, Port Moresby, Arawa, Mount Hagen and Popondetta.

⁸³ *Pacific Women* funded activity. See Activity Summary 10.4 Family and Sexual Violence Case Management: Building on Success for National Impact.

Annex 1 Pacific Women contribution to achieving the Medium Term Development Plan III (2018–2022)



Pacific Women Contributions

Women's Leadership and Influence: supporting women's decision making and leadership at local levels and within market vendor associations; skills building for provincial, district and local level government administrations; promoting women's participation and competitiveness in political processes; building young women's leadership skills.

Women's Economic Empowerment: providing financial and entrepreneurial skills to women, including young women, to begin and grow SMEs; family business and family financial planning skills to improve productivity and to make sure that the family benefits from increased income; supporting women to strengthen their control over resources and involvement in decision making.

Violence Prevention and Response: strengthening partnerships between NGOs, churches and district authorities and between private and public sectors to expand quality service delivery; building national coordination and data collection; research to better understand and prevent family and sexual violence and sorcery accusation-related violence; initiatives to prevent violence against women and girls, including awareness and services within schools and to promote behaviours to reduce transmission of HIV/AIDs; and increasing reproductive health services to adolescents and young adults and promoting family planning.

Enhanced Knowledge and Understanding: working in partnership with others; supporting people and organisations to come together to share information and experiences; supporting the development, testing and dissemination of toolkits, guides and resources; funding research and learning to promote more effective policy development and programming.

Annex 2 Pacific Women contribution to achieving the Papua New Guinea National Strategy to Prevent and Respond to Gender-Based Violence 2016–2025

GOVERNANCE

- ▶ Funded the development of the National GBV Strategy
- ▶ Supporting work to establish the National GBV Secretariat
- ▶ Supporting the establishment and strengthening of priority provincial family and sexual violence action committees
- ▶ Promoting response and prevention coordination

SERVICES

- ▶ Strengthening referral pathways and services including case management, counselling, safe houses, legal protection, transportation and essential services
- ▶ Working in partnership with government, local authorities, churches and the private sector



PREVENTION

- ▶ Ending violence against children; Improving parenting skills; Respectful relationships and Youth campaigns
- ▶ SASA! pilot; Trauma based prevention pilot; Community human rights defenders
- ▶ Toolkits on relevant laws and developing effective community communication strategies
- ▶ Promoting family planning and reproductive, sexual and maternal health
- ▶ Providing safe transport and promoting safety in markets and the workplace
- ▶ Working with church organisations, provincial and district authorities and the private sector

RESEARCH

- ▶ Do No Harm research
- ▶ Family-based approaches
- ▶ Behaviour change review
- ▶ Sorcery accusation-related research
- ▶ Effectiveness of family protection orders
- ▶ Toolkits and resources shared
- ▶ Learnings distributed

Annex 3 Government of Papua New Guinea gender commitments

Constitution

- Section 55:
 - (1) Subject to this Constitution, all citizens have the same rights, privileges, obligations and duties irrespective of race, tribe, place of origin, political opinion, colour, creed, religion or sex.
 - (2) Subsection (1) does not prevent the making of laws for the special benefit, welfare, protection or advancement of females, children and young persons, members of underprivileged or less advanced groups or residents of less advanced areas.
- Goal 2 of the Five National Goals and Directive Principles Goals: Equality and participation.

International treaties and commitments

The Government of Papua New Guinea has ratified six of the core human rights treaties:

- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- International Convention for the Elimination of All Forms of Racial Discrimination
- Convention on the Rights of the Child
- Convention on the Elimination of All Forms of Discrimination against Women
- Convention on the Rights of Persons with Disabilities.

The Government of Papua New Guinea has also adopted the following international commitments:

- The Beijing Platform for Action 1995
- Sustainable Development Goals (2015–2030)
- UN Security Council Resolutions 1325, 1820 and 1888 relating to women, peace and security.

The Government of Papua New Guinea has made commitments regionally in relation to gender equality, including:

- Revised Pacific Platform for Action on the Advancement of Women and Gender Equality 2005–2015
- Pacific Leaders' Gender Equality Declaration 2012.

Laws

- The *Bougainville Community Government Act 2016*, which requires equal participation of women and men in community government
- The *Family Protection Act 2013*, which criminalises domestic violence and introduces a system of Family and Interim Protection Orders. Regulations were endorsed by National Executive Council in December 2016
- Repeal of the *Sorcery Act 1971*, which means sorcery accusation-related violence and killings can now be prosecuted under the criminal law
- The *Criminal Code (Sexual Offences and Crimes against Children) Act 2002*, which introduced new offences relating to sexual offences and removed marital immunity from a charge of rape
- The *Criminal Code (Amendment) Act 2012*, which makes people smuggling and human trafficking criminal offences
- The *Lukautim Pikinini (Child Welfare) Act 2015*, which mandates that the interests of the child shall be paramount and introduces provisions for women with children and pregnant women in custody. Regulations were endorsed by the National Executive in January 2017

Section 101 of the Constitution was amended by the Equality and Participation Act 2013 to create 22 reserved seats for women in the National Parliament, but the enabling legislation is still pending due to lack of political support.

Strategies

- Vision 2050
- Papua New Guinea Development Strategic Plan 2010–2030
- Medium Term Development Plan III (2018–2022)
- National Policy for Women and Gender Equality 2011–2015
- Papua New Guinea National Strategy to Prevent and Respond to Gender-Based Violence 2016–2025
- Papua New Guinea National STI and HIV Strategy 2018–2022
- Gender Equity in Education Strategic Plan 2009–2014
- National Strategy on Financial Inclusion and Financial Literacy 2016–2020
- Climate Compatible Development Strategy 2010
- National Strategy for Responsible Sustainable Development (StaRS) 2014

Action plans

- Sorcery and Witchcraft Accusation Related Violence National Action Plan 2015
- National Health Plan 2011–2020
- Interim Action Plan for Climate Compatible Development 2010
- Papua New Guinea Child Health Policy and Plan 2009–2020
- Papua New Guinea Child Health Plan 2008–2015
- National Agriculture Development Plan 2007–2016
- Women in Mining Action Plan 2007–2014
- National Action Plan to Support Women in Elected and Public Offices
- Universal Basic Education Plan 2010–2019

Policies

- National Small to Medium Enterprise Policy 2016
- National Health Sector Gender Policy 2014
- Sexual Reproductive Policy 2014
- Family Planning Policy 2014
- National Climate Change Policy 2014
- Newborn Health Policy 2013
- National Public Service Gender Equity and Social Inclusion Policy 2013
- National Policy for Women and Gender Equality 2011–2015
- National Informal Economy Policy 2011–2015
- Gender Equity in Education Policy 2009
- Equal Employment Opportunity, Anti-Discrimination and Harassment Policy 2009
- National Youth Policy 2007–2017
- National Gender Policy and Plan on HIV and AIDS 2006–2010
- National Policy on Disability 2015–2025
- National Security Policy 2013
- National Policy on Social Protection 2015–2020

Annex 4 Funded Implementing Activities

Key:

C = completed activity

^ = funded or partially funded by the Gender Equity Fund

R = regional or multi-country activity

* = funded or partially funded by other bilateral programs

P = planned activity

~ = funded or partially funded by the *Pacific Women* regional program

Shaded activities operate in Bougainville

	Organisation (local implementing partner)	Activity title	Start and end dates	Location / s	Working in ...	Contact information	Website and social media page
irriam							
1C	Centre for Democratic Institutions	Increased Women's Representation in Local Government	May–August 2013	Eastern Highlands	Community level Candidate training		
2C	World Bank (Department of Community Development)	Inclusive Development in post-conflict Bougainville	March 2011–December 2018	All 43 local government areas in Bougainville	Community level		Web: http://projects.worldbank.org/P125101/inclusive-development-post-conflict-bougainville?lang=en Facebook: https://www.facebook.com/Inclusive-Development-in-Post-Bougainville-Project-1787502587985467/
3C	United States Embassy in Papua New Guinea (Department for Community Development and Religion)	Women's Forum	Annual event March 2016 February 2017	National and Highlands (2017)	Coalition building		Web: https://pg.usembassy.gov/education-culture/womens-empowerment/png-womens-forum/
4C	International Women's Development Agency (Bougainville Women's Federation)	Young Women's Leadership Project	January 2016–December 2018	Kieta, Wakunai, Torokina, Buin, Bougainville	Community level Young women Financial literacy and business opportunities Engaging with men	Judith Oliver, Executive Director Bougainville Women's Federation Jkoliver2014@gmail.com Emily Ellis, Project Officer, International Women's Development Agency eellis@iwda.org.au	Web: https://iwda.org.au/ Facebook: https://www.facebook.com/Bougainville-Womens-Federation-1393307517660195/

	Organisation (local implementing partner)	Activity title	Start and end dates	Location / s	Working in ...	Contact information	Website and social media page
5C	International Women's Development Agency (Bougainville Women's Federation)	Voter Education in Bougainville	May 2016–December 2017	All 43 local government areas in Bougainville	Community level Civic education	Judith Oliver, Executive Director, Bougainville Women's Federation Jkoliver2014@gmail.com	Web: https://iwda.org.au/ Facebook: https://www.facebook.com/Bougainville-Womens-Federation-1393307517660195/
6^	Department of Pacific Affairs, Australian National University	Women in Leadership Support Program	December 2016–June 2021	National	National level Community level Candidate training Research	Hannah McMahon, Program Administrator Hannah.McMahon@anu.edu.au	Web: http://dpa.bellschool.anu.edu.au/our-projects/png-women-leadership-support-program Facebook: https://www.facebook.com/DepartmentofPacificAffairs/
7^	<i>Pacific Women</i> Support Unit with Frieda River Limited	Papua New Guinea Women in Mining	April 2017–June 2020	Telefomin, West Sepik, Ambunti-Dreikikir, East Sepik	Community level leadership Family-based approaches Financial literacy and business opportunities	Rebecca Robinson, Project Manager r.robinson@devmatters.org	
8	UN Women	Women Make the Change: Increased voice for women in political processes	February 2019–December 2022	National	National level	Susan Ferguson, UN Women Country Representative Susan.Ferguson@unwomen.org	Facebook: https://www.facebook.com/unwomenPNG/
Women's Economic Empowerment (9)							
9	CARE International in Papua New Guinea	Coffee Industry Support Project	July 2013–June 2019	Predominantly Eastern Highlands also with famers and partners in Simbu, Morobe, Jiwaka and Western Highlands provinces	Formal economy Agricultural sector Financial literacy Family-based approaches Working with private sector Research	Judy Andreas, acting Coffee Project Manager Judy.Andreas@careint.org	Web: https://www.care.org/work/world-hunger/coffee-industry-support-project
10	Business Coalition for Women	Strengthening business coalitions for women and economic empowerment partnership with the private sector	November 2018–June 2021	Port Moresby based	Formal economy Private sector policies and practices Family and sexual violence response Women's leadership Research	Evonne Kennedy, Executive Officer Business Coalition for Women ekennedy@pngbcfw.org	Web: http://www.pngbcfw.org/ Facebook: https://www.facebook.com/pngbcfw/ https://www.facebook.com/evonne.bcfw

	Organisation (local implementing partner)	Activity title	Start and end dates	Location / s	Working in ...	Contact information	Website and social media page
11C	University of Canberra	Increasing economic opportunities for women smallholders and their families ('Family Farm Teams')	July 2015–March 2019	Western Highlands Eastern Highlands Jiwaka New Ireland Bougainville	Informal economy Agricultural sector Financial literacy Family-based approaches Engaging with men Women's leadership Community level Research	Barbara Pamphilon, Project Lead Barbara.Pamphilon@canberra.edu.au Florence Rahiria, ACIAR Country Manager Florence.Rahiria@aciar.gov.au	Web: http://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program Facebook: https://www.facebook.com/pngwomenfarmers/
12*	Center for International Private Enterprise and The Difference Incubator	Creating an entrepreneurial ecosystem for women in Papua New Guinea to enable women's economic empowerment (Women's Business Resource Centre)	October 2015–September 2020	Port Moresby	Formal economy Formal qualifications Informal economy	Eli Webb, Program Coordinator, Center for International Private Enterprise Ewebb@cipe.org	Facebook: https://www.facebook.com/pngwbr/
13C	GriffinWorx (Abt PNG Management Services)	WECREATE Challenge	December 2015–May 2017	Port Moresby Central Province	Formal economy Informal economy		
14	Community Development Workers Association Inc.	<i>Kirapim Kaikai na Maket</i>	September 2016–December 2020	Tsak Valley, Enga Province Safanaka, Eastern Highlands Province	Informal economy Agricultural sector Family-based approaches	David Kulimbao, Program Lead dkkulimbao@gmail.com	Web: https://cdwai.net/
15C	Asian Development Bank, Microfinance Expansion Project	Financial literacy training for women and men in Yangoru-Saussia District	March 2017–December 2017	Yangoru-Saussia District, East Sepik Province	Financial literacy		
16	UN Women	Safe and Prosperous Districts: Linking communities to markets for secure livelihoods	July 2018–May 2019	Wewak, Yangoru Saussia, Maprik and Nuku East and West Sepik	Primary prevention Informal economy Engaging with men and youth	Susan Ferguson, UN Women Country Representative Susan.Ferguson@unwomen.org	Facebook: https://www.facebook.com/unwomenPNG/
17	Ginigoada Foundation	Safe Public Transport: Meri Buses in Lae and Port Moresby	November 2018–April 2021	National Capital District Lae, Morobe	Private sector (transport) Primary prevention	Robert Evah, Foundation Manager ginigoadafoundation@gmail.com	Facebook: https://www.facebook.com/Ginigoada-Foundation-947345215322671/ https://www.facebook.com/ginigoadafom/

	Organisation (local implementing partner)	Activity title	Start and end dates	Location / s	Working in ...	Contact information	Website and social media page
Violence Prevention and Response (22)							
18~C	UN Women	Port Moresby: A Safe City for Women and Girls Program	December 2010–December 2018	National Capital District: Gerehu, Gordons and Koki markets	Primary prevention Informal economy Engaging with men and youth		Facebook: https://www.facebook.com/unwomenPNG/
19C	Eastern Highlands Provincial Family Support Centre	More support services for women survivors of violence	March 2014–June 2015	Goroka, Eastern Highlands	Infrastructure Counselling and support services		
20	Oxfam International Papua New Guinea (Human Rights Defenders Network, Kafe Urban Settlers Women's Association, and Family for Change)	Responding to Gender Based and Sorcery Related Violence in the Highlands	May 2014–June 2019	Eastern Highlands, Simbu, Jiwaka and East Sepik Provinces	Crisis response Primary prevention Engaging with men and youth	Charlotte Kakebeeke, Program Director Oxfam PNG ckakebeeke@oxfampacific.org	Web: https://www.oxfam.org.au/country/papua-new-guinea/ Facebook: Oxfam in PNG https://www.facebook.com/OxfamPng/?__tn__=%2Cd%2CP-R&eid=ARDnWL3S3tfjIhwut5twWIs_U9hH4-9Cjt2yukH1i87v2-xnITv9kIDODQVvGJUc0X166vWu1OVifHem
21~	UNDP (Office of Development of Women)	Support for strengthening national coordination, implementation and monitoring mechanisms to prevent and respond to family and sexual violence	June 2014–March 2019	National Capital District Morobe East New Britain Milne Bay	Structural reform Coordination	Julie Bukikun, Assistant Resident Representative Julie.bukikun@undp.org	Web: http://www.pg.undp.org/ Facebook: https://www.facebook.com/pg.undp/
22	Femili PNG Initially auspiced by Oxfam in Papua New Guinea	Family and Sexual Violence Case Management: Building on Success for National Impact	June 2014–June 2017 July 2017–June 2020	Lae, Morobe Province	Crisis response and case management Coordination Research	Daisy Plana, CEO, Femili PNG ceo@femilipng.org.pg	Web: http://www.femilipng.org/ Facebook: https://www.facebook.com/femiliPNG/
23	National Secretariat of the Family and Sexual Violence Action Committee through the Institute of National Affairs	Building the capacity of Papua New Guinea's Family and Sexual Violence Action Committee	October 2014–December 2019	National Capital District National	Organisational strengthening Structural reform Coordination	Marcia Kalinoe, National Coordinator Marcia.Kalinoe@cimcpng.org Isi Oru, Deputy National Coordinator Isi.Oru@cimcpng.org	Web: http://cimcpng.net/index.php/committees/fsvac Facebook: https://www.facebook.com/FSVAC/

	Organisation (local implementing partner)	Activity title	Start and end dates	Location / s	Working in ...	Contact information	Website and social media page
24	UN Women (Ginigoada Foundation)	Safe Public Transport for Women, Girls and Children	July 2018– March 2021	National Capital District	Private sector (transport) Primary prevention Engaging with men and youth	Bessie Maruia, Safe Public Transport Program Manager Bessie.Maruia@unwomen.org	Facebook: https://www.facebook.com/unwomenPNG/
25°C	Health and Education Procurement Facility	Support to the Family Health Centre in Port Moresby	February 2015– November 2017	Port Moresby National Capital District	Infrastructure Counselling and support services		
26	FHI 360 (Western Highlands and West Sepik Provincial Health Authorities)	<i>Kommuniti Lukautim Ol Meri</i>	April 2015– March 2021	Western Highlands West Sepik East Sepik	Primary prevention Engaging with men and youth Counselling, medical and support services Coordination School-based program Economic empowerment	Daniel Adem Tesfaye, FHI Country Director Dtesfaye@fhi360.org Gabriel Kuman, Project Director GKuman@fhi360.org	Web: https://www.fhi360.org/projects/komuniti-lukautim-meri-project-klom-addressing-violence-against-women-and-girls-papua-new-guinea https://www.fhi360.org/countries/papua-new-guinea
27	International Women's Development Agency (Nazareth Centre for Rehabilitation)	From Gender Based Violence to Gender Justice and Healing in Bougainville	April 2015 – June 2022	Bougainville	Primary prevention Crisis response, counselling and support services Perpetrator counselling Engaging with men School-based program Economic empowerment Research	Sr. Lorraine Garasu, Centre Coordinator sisterlorraine.garasu@gmail.com Elena Leddra, Program Manager, International Women's Development Agency eleddra@iwda.org.au	Web: https://iwda.org.au/ Facebook : https://www.facebook.com/Nazareth-Centre-for-Rehabilitation-1855402341194736/
28	UNICEF (Catholic Archdioceses)	Parenting for Child Development (formerly referred to as Partnership for Positive Parenting)	April 2015– July 2019	Madang, Western Highlands Jiwaka Simbu	Primary prevention Child protection Child development Family-based approaches Research	Josephine Mill, Officer in Charge for Child Protection Jmill@unicef.org	Facebook: UNICEF Papua New Guinea https://www.facebook.com/unicefpng/?__tn__=%2Cd%2CP-R&eid=ARACC9Vbm-zF0ugY3S5Eqj-R9XY6uHKl6fVUHTGWvJnoN6ItDz-Y88DnplcmZx2MEcyMA72W4Lo8VfCY

	Organisation (local implementing partner)	Activity title	Start and end dates	Location / s	Working in ...	Contact information	Website and social media page
29C	UNICEF	End Violence against Children Campaign	April 2015–December 2018	Eastern Highlands Western Highlands Simbu Madang Jiwaka Bougainville	Primary prevention Child protection	Josephine Mill, Officer in Charge for Child Protection Jmill@unicef.org	Facebook: UNICEF Papua New Guinea https://www.facebook.com/unicefpng/?__tn__=%2Cd%2CP-R&eid=ARACC9Vbm-zF0ugY3S5Eqj-R9XY6uHKI6fVUHTGWvJnoN6ItDz-Y88DnplcmZx2MEcyMA72W4Lo8VfCY
30C	CARE International in Papua New Guinea	Highlands Sexual Reproductive and Maternal Health	July 2015–December 2017	Eastern Highlands Morobe	Primary prevention Sexual, reproductive and maternal health		Web: https://www.care.org/country/papua-new-guinea
31~	Population Services International	Creating a movement to end violence against women in Papua New Guinea: The SASA! Pilot and Family Support Centre Assistance Project	October 2015–March 2022	Port Moresby General Hospital National Capital District Central Province	Primary prevention Engaging with men and youth Counselling and support services School-based program	Shannon McVey, Communications and Marketing Director s.mcvey@psipng.org	Facebook: https://www.facebook.com/PSIPNG/?__tn__=%2Cd%2CP-R&eid=ARApAlRbPz9s0XrYQL4NVaHmAAI1vgAMNTJnXi-jJzSv1E-NFdaAbQy18BcNL8aOcaPOmGEaS3ru694
32^C	Health and Education Procurement Facility and Health and HIV Implementing Services Provider	Establishment of Family Support Centres at Arawa Hospital, Bougainville and Daru Hospital, Western Province	January 2016–June 2018	Arawa, Bougainville Daru, Western Province	Infrastructure Family Support Centres		
33^C	Health and Education Procurement Facility	Construction of the Koki Market Transit Centre	February 2016–September 2017	National Capital District	Infrastructure Safe public spaces		
34C	International Committee of the Red Cross	Support to Family Support Centres and Health clinics in Southern Highlands	May 2016–January 2017	Southern Highlands	Equipment Medical support services		
35^C	Health and Education Procurement Facility	Renovation of Lifeline Centre	August 2016–July 2017	Port Moresby National Capital District	Infrastructure Counselling and support services		
36C	UN Women in partnership with UNICEF, UNFPA	<i>Gutpela Sindaun bilong ol Meri na Pikinini</i>	April–December 2018	Hela, Southern Highlands	Humanitarian crisis response Counselling	Susan Ferguson, UN Women Country Representative Susan.Ferguson@unwomen.org	Facebook: https://www.facebook.com/unwomenPNG/

	Organisation (local implementing partner)	Activity title	Start and end dates	Location / s	Working in ...	Contact information	Website and social media page
37	CARE International in Papua New Guinea	<i>Mamayo</i>	April 2018–June 2022	Morobe Eastern Highlands Simbu Bougainville	Sexual, reproductive and maternal health Family-based approaches Financial literacy Engaging with men	Elsie Monguru, Project Manager Elsie.Monguru@careint.org	Web : https://www.care.org/country/papua-new-guinea
38	FHI 360	<i>Kisim Femili Plenin Strongim Kommuniti</i>	April 2018–March 2021	Aitape-Lumi, West Sepik Province Maprik, East Sepik Province	Sexual, reproductive and maternal health Young women and men	Daniel Adem Tesfaye, FHI Country Director Dtesfaye@fhi360.org Nancy Aboga, Program Manager naboga@fhi360.org	Web: https://www.fhi360.org/countries/papua-new-guinea
39	Oil Search Foundation	<i>Bel isi PNG</i>	July 2018–April 2023	National Capital District	Crisis response and case management Coordination	Amanda Anderson, Head of Gender and Leadership Amanda.Anderson@oilsearch.com	Web: https://www.belisipng.org.pg/
Enhanced Knowledge and Understanding (8)							
40RC	Department of Pacific Affairs (previously known as State, Society and Governance in Melanesia program), Australian National University	Research on Women's Leadership and Decision-Making in the Pacific (including Papua New Guinea)	July 2013–December 2016	Papua New Guinea Kiribati Samoa Tonga Tuvalu Solomon Islands Vanuatu	Research National, local and community leadership Public service leadership	Dr Nicole Haley, Director Nicole.Haley@anu.edu.au	Web: http://dpa.bellschool.anu.edu.au/our-projects/womens-leadership-and-political-participation Facebook: https://www.facebook.com/DepartmentofPacificAffairs/
41RC	Department of Pacific Affairs, Australian National University and International Women's Development Agency	Do No Harm: Research on the relationships between women's economic empowerment and violence against women in Melanesia	February 2014–December 2019	Eastern Highlands Jiwaka Port Moresby Bougainville Solomon Islands	Research Formal employment Agricultural sector Causes of Violence	Dr Richard Eves Richard.eves@anu.edu.au Donna McSkimming Program Director International Women's Development Agency. dmskimming@iwda.org.au	Web: http://dpa.bellschool.anu.edu.au/tags/do-no-harm Facebook: https://www.facebook.com/DepartmentofPacificAffairs/
42RC	World Bank Group	Gender-differentiated Labor Allocation in Agriculture in Papua New Guinea: Time-use Survey	May 2016–June 2018	East New Britain Bougainville Highlands provinces	Research Formal employment Agricultural sector	Stephane Forman, Senior Agriculture Specialist sforman@worldbank.org	Web: https://www.worldbank.org/en/country/png

	Organisation (local implementing partner)	Activity title	Start and end dates	Location / s	Working in ...	Contact information	Website and social media page
43	Queensland University of Technology (Centre for Social and Creative Media, University of Goroka)	Developing communication strategies for social change against sorcery related violence	August 2016–April 2020	Eastern Highlands Simbu Bougainville Milne Bay	Research Digital story-telling Changing responses to fears of sorcery	Verena Thomas, Project lead Queensland University of Technology and Visiting Scholar Centre for Social and Creative Media Verena.Thomas@qut.edu.au	Web: https://research.qut.edu.au/designlab/projects/sorcery-png/ www.yumisanapstrong.org Facebook: Yumi Sanap Strong https://www.facebook.com/yumisanapstrong/ or CSSM https://www.facebook.com/CSCM-Centre-for-Social-and-Creative-Media-1487517684794764/
44	School of Regulation and Global Governance (RegNet), Australian National University	Improving the impact of state and non-state interventions in overcoming sorcery accusations related violence in Papua New Guinea	September 2016–June 2020	Enga Bougainville National Capital District	Research Causes of violence and non-violent interventions in accusations of sorcery	Miranda Forsyth, Associate Professor Miranda.forsyth@anu.edu.au	Web: http://regnet.anu.edu.au/research/research-projects/details/6589/improving-impact-state-and-non-state-interventions http://www.stopsorceryviolence.org/
45RC	Burnet Institute, WaterAid and International Women's Development Agency	The Last Taboo: Research on managing menstruation in the Pacific	2016–2017	Bougainville National Capital District	Research Menstrual health management	Lisa Natoli, Burnet Institute lisan@burnet.edu.au	Web: https://www.burnet.edu.au/news/869_the_pacific_s_last_taboo
46	Department of Pacific Affairs, Australian National University	Research Training Program	June 2017–June 2020	National	Research capacity building	Hannah McMahon, Program Administrator Hannah.McMahon@anu.edu.au	
47	Department of Pacific Affairs, Australian National University	A study of the use and efficacy of protection orders as a key response to domestic and family violence	April 2019–July 2020	Lae, Morobe Province	Research Uptake and impact of family protection orders	Dr Judy Putt, Lead Researcher Judy.Putt@anu.edu.au	

Key:

C = completed activity

^ = funded or partially funded by the Gender Equity Fund

R = regional or multi-country activity

* = funded or partially funded by other bilateral programs

P = planned activity

~ = funded or partially funded by the *Pacific Women* regional program

Shaded activities operate in Bougainville

Annex 5 Directly funded partner local engagement and capacity building

Project Title	Directly Funded Partner Organisation Type	Works with following local groups ...									
		Individuals	Communities (Rural or Urban)	Faith Based Organisation	Comm Based Organisation	Local NGO	District Administration	Provincial Administration and/or Authority	National Department / Agency	Private Sector	Research/Tertiary Institutions
Increased Women's Representation in Local Government	Tertiary Institution	✓	Rural								
Inclusive Development in post-conflict Bougainville	Multilateral	✓	Rural		✓		✓	✓			
Women's Forum	logistics support	✓	Rural and Urban						✓		
Young Women's Leadership Project	INGO	✓	Rural		✓	✓		✓			
Voter Education in Bougainville	INGO	✓	Rural			✓		✓			
Women in Leadership Support Program	Tertiary Institution	✓	Rural and Urban			✓	✓	✓	✓		
Papua New Guinea Women in Mining	Individual Advisers	✓	Rural	✓	✓	✓	✓		✓	✓	✓
Women Make the Change	Multilateral	✓	Urban						✓		
Coffee Industry Support Project	INGO	✓	Rural		✓	✓			✓	✓	✓
Strengthening Business Coalition for Women	Multilateral	✓	Urban							✓	
Increasing economic opportunities for women smallholders and their families ('Family Farm Teams')	Tertiary Institution	✓	Rural	✓		✓			✓	✓	✓
Creating an entrepreneurial ecosystem for women in Papua New Guinea to enable women's economic empowerment	INGO	✓	Urban							✓	✓
WECREATE Challenge	INGO	✓	Urban								
<i>Kirapim Kaikai na Maket</i>	Local NGO	✓	Rural								
Financial Literacy training women and men in Yangoru-Saussia District	Multilateral	✓	Rural		✓						
Safe and Prosperous Districts	Multilateral	✓	Rural				✓	✓			
Safe Public Transport: Meri Buses in Lae and Port Moresby	Local NGO	✓	Urban						✓		

Project Title	Directly Funded Partner Organisation Type	Works with following local groups ...									
		Individuals	Communities (Rural or Urban)	Faith Based Organisation	Comm Based Organisation	Local NGO	District Administration	Provincial Administration and/or Authority	National Department / Agency	Private Sector	Research/Tertiary Institutions
Port Moresby: A Safe City for Women and Girls Program	Multilateral	✓	Urban					✓	✓	✓	✓
More support services for women survivors of violence	Sector program		Urban					✓			
Responding to Gender Based and Sorcery Related Violence in the Highlands	INGO	✓	Rural	✓	✓	✓	✓	✓	✓		✓
Support for strengthening national coordination, implementation and monitoring mechanisms to prevent and respond to family and sexual violence	Multilateral	✓	Urban					✓	✓		✓
Family and Sexual Violence Case Management Centre	Local NGO	✓	Rural and Urban	✓				✓	✓	✓	✓
Building the capacity of PNG's Family and Sexual Violence Action Committee	Local NGO & Consultant		Urban					✓	✓	✓	
Safe Public Transport for Women, Girls and Children	Multilateral	✓	Urban					✓	✓	✓	
<i>Kommuniti Lukautim Ol Meri</i>	INGO	✓	Rural	✓			✓	✓	✓	✓	
From Gender Based Violence to Gender Justice and Healing in Bougainville	INGO	✓	Rural	✓				✓			
Parenting for Child Development	Multilateral	✓	Rural	✓				✓	✓		✓
End Violence against Children Campaign	Multilateral	✓	Rural and Urban	✓	✓		✓	✓	✓		
Highland Sexual Reproductive and Maternal Health	INGO	✓	Rural				✓	✓			
Creating a movement to end violence against women in Papua New Guinea: The SASA! Pilot and Family Support Centre Assistance Project	INGO	✓	Rural and Urban		✓	✓	✓	✓	✓		✓
Establishment of Family Support Centres at Arawa Hospital, Bougainville and Daru Hospital, Western Province	Managing Contractor		Rural and Urban					✓	✓		
<i>Gutpela Sindaun bilong ol Meri na Pikinini</i>	Multilateral	✓	Rural	✓	✓	✓	✓	✓	✓		
<i>Mamayo</i>	INGO	✓	Rural				✓	✓	✓		

Project Title	Directly Funded Partner Organisation Type	Works with following local groups ...									
		Individuals	Communities (Rural or Urban)	Faith Based Organisation	Comm Based Organisation	Local NGO	District Administration	Provincial Administration and/or Authority	National Department / Agency	Private Sector	Research/Tertiary Institutions
<i>Kisim Femili Plenin Strongim Kommuniti</i>	INGO	✓	Rural	✓			✓	✓	✓		
<i>Bel isi PNG</i>	Private Sector	✓	Urban			✓	✓	✓	✓	✓	✓
Research on Women's Leadership and Decision-Making in the Pacific	Tertiary Institution										
Do No Harm: Research on the relationships between women's economic empowerment and violence against women in Melanesia	Tertiary Institution	✓	Rural and Urban	✓	✓	✓					
Gender-differentiated Labor Allocation in Agriculture in Papua New Guinea: Time-use Survey	Multilateral		Rural			✓				✓	
Developing communication strategies for social change against sorcery related violence	Tertiary Institution	✓	Rural	✓	✓	✓					✓
Improving the impact of state and non-state interventions in overcoming sorcery accusations related violence in Papua New Guinea	Tertiary Institution	✓	Rural	✓	✓	✓	✓	✓	✓		✓
The Last Taboo: Research on managing menstruation in the Pacific	Tertiary Institution		Rural		✓	✓					
PNG Research Training Program	Tertiary Institution	✓				✓			✓		✓
Family Protection Order Research	Tertiary Institution		Urban			✓			✓		✓
Total number of projects working with the following types of local groups	43	36	22 Rural 12 Urban 7 Rural and Urban	13	13	17	14	24	25	12	15

Annex 6 Relevant Research

Key

Bougainville related
 published research
 research or studies underway or in planning

Organisation (Partner)	Authors, Title, Date	Web link / Contact
Published		
Leadership and Influence (related)		
Department of Pacific Affairs, Australian National University	Kerryn Baker, Experiences of Female Candidates in the 2017 Papua New Guinea General Election, In Brief 2017/38	https://pacificwomen.org/wp-content/uploads/2018/03/ib-2017-38_baker.pdf
State, Society and Governance in Melanesia Program, Australian National University	Kerryn Baker, Improving Women's Electoral Chances through an Evidence-Based Approach: Women's Political Participation – Post-Election Issues, In Brief 2016/41	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ib-2016-41-baker.pdf
State, Society and Governance in Melanesia Program, Australian National University	Kerryn Baker, Improving Women's Electoral Chances through an Evidence-Based Approach: Bridging Resourcing Gaps, In Brief 2016/39	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ib-2016-39-baker.pdf
State, Society and Governance in Melanesia Program, Australian National University	Kerryn Baker, Improving Women's Electoral Chances through an Evidence-Based Approach: Temporary Special Measures and Institutional Approaches, In Brief 2016/36	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ib-2016-36-baker.pdf
State, Society and Governance in Melanesia Program, Australian National University	Kerryn Baker, Improving Women's Electoral Chances through an Evidence-Based Approach: Women's Political Participation – Electoral Trends, In Brief 2016/34	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ib-2016-34-baker.pdf
State, Society and Governance in Melanesia Program, Australian National University	Kerryn Baker, The Highest Glass Ceiling — Women, Politics and Executive Power in the Pacific, In Brief 2016/7	http://ips.cap.anu.edu.au/sites/default/files/IB-2016-07-Baker.pdf
State, Society and Governance in Melanesia Program, Australian National University	Kerryn Baker and Thiago Cintra Oppermann, The Election of Josephine Getsi — Making Political History in Bougainville, In Brief 2015/49	http://ips.cap.anu.edu.au/sites/default/files/IB-2015-49-Baker%2BOppermann_0.pdf
State, Society and Governance in Melanesia Program, Australian National University	Kerryn Baker, <i>Pawa Blong Meri</i> : Women Candidates in the 2015 Bougainville Election, State, Society and Governance in Melanesia Program Discussion Paper 2015/14	http://ips.cap.anu.edu.au/sites/default/files/DP-2015-14-Baker-ONLINE.pdf
State, Society and Governance in Melanesia Program, Australian National University	Julien Barbara, Improving Women's Electoral Chances through an Evidence-Based Approach: Donor Approaches to Supporting Women Candidates in the Pacific, In Brief 2016/38	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ib-2016-38-barbara.pdf
State, Society and Governance in Melanesia Program, Australian National University	Julien Barbara and Nicole Haley, Improving Women's Electoral Chances through an Evidence-Based Approach: Supporting Aspiring Women Candidates Better? In Brief 2016/35	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ib-2016-35-barbarahaley.pdf
State, Society and Governance in Melanesia Program, Australian National University	Julien Barbara and Kerryn Baker (2016), Improving the Electoral Chances of <i>Pacific Women</i> through an Evidence-Based Approach	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ssgm_new_report_series_2_2016_barbara_baker_online.pdf

Organisation (Partner)	Authors, Title, Date	Web link / Contact
State, Society and Governance in Melanesia Program, Australian National University	Julien Barbara, Supporting Elections in Melanesia, In Brief 2015/69	http://ips.cap.anu.edu.au/sites/default/files/SSGM%20IB%202015_69%20Barbara.pdf
Papua New Guinea Church Partnership Program	Rev Dr Cliff Bird and Rev Dr Seforosa Carroll (2016), Theology of Gender Equality, In God's Image – Towards Full Humanity and Abundant Life	http://pacificwomen.org/resources/theology-of-gender-equality/
Australian National University	Melissa Demian (2016), Court in Between: The Spaces of Relational Justice in Papua New Guinea, <i>Australian Feminist Law Journal</i> , 42:1, pp.13-30	http://dx.doi.org/10.1080/13200968.2016.1191118
La Trobe University, Development Leadership Program	Lisa Denney and Rebecca McLaren, Thinking and Working Politically to Support Development Leadership and Coalitions: The Pacific Leadership Program, Research Paper 41, October 2016	http://www.dlprog.org/publications/thinking-and-working-politically-to-support-developmental-leadership-and-coalitions-the-pacific-leadership-program.php
National Research Institute Papua New Guinea	Mary Fairio, Sarah Kaut-Nasengom, Women in the 2017 National Elections Blog piece, 2017	https://pngri.org/index.php/blog/102-women-in-the-2017-national-elections
National Research Institute Papua New Guinea	Mary Fairio, Sarah Kaut-Nasengom, Technical Issues: The impact on 2017 election results for women Blog piece 2017	https://pngri.org/index.php/blog/103-technical-issues-the-impact-on-2017-election-results-for-women
La Trobe University, Developmental Leadership Program	Gillian Fletcher, Tait Brimacombe and Chris Roche, Power, Politics and Coalitions in the Pacific: Lessons from Collective Action on Gender and Power, Research Paper 42, Dec 2016	http://www.dlprog.org/publications/power-politics-and-coalitions-in-the-pacific-lessons-from-collective-action-on-gender-and-power.php
Department of Pacific Affairs, Australian National University	Chief Ila Geno, Governance, Ethics and Leadership in Papua New Guinea – A Personal Perspective, Part 2, In Brief 2018/33	http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2018-12/in_brief_201833_gen0.pdf
Department of Pacific Affairs, Australian National University	Chief Ila Geno, Governance, Ethics and Leadership in Papua New Guinea – A Personal Perspective, Part 1, In Brief 2018/32	http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2018-12/in_brief_201832_gen0.pdf
Divine Word University	Philip Gibbs, Hardly Fair: Gender equity during the 2012 Papua New Guinea National Elections in the Wabag Open electorate, <i>Catalyst</i> 45.1, pp. 43-60	http://pacificinstitute.anu.edu.au/sites/default/files/uploads/2016-11/Gibbs%202015%20Hardly%20Fair.%20Catalyst%2045.1%20-%20women%20in%20Enga%20elections.pdf
State, Society and Governance in Melanesia Program, Australian National University	Nicole Haley, Improving Women's Electoral Chances through an Evidence-Based Approach: Practical Strategies for Negotiating the Political Context, In Brief 2016/40	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ib-2016-40-haley.pdf
State, Society and Governance in Melanesia Program, Australian National University	Nicole Haley, Improving Women's Electoral Chances through an Evidence-Based Approach: Metrics of Success — Improving Women's Electoral Prospects, In Brief 2016/37	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ib-2016-37-haley.pdf
State, Society and Governance in Melanesia Program, Australian National University	Nicole Haley and Kerry Zubrinich, (2016), Women's political and administrative leadership in the Pacific	https://www.pacwip.org/wp-content/uploads/2017/11/Womens-political-and-administrative-leadership-in-the-Pacific.pdf
State, Society and Governance in Melanesia Program, Australian National University	Nicole Haley, State of the Service: Women's Participation in the Papua New Guinea Public Sector, In Brief 2015/60	http://ips.cap.anu.edu.au/sites/default/files/SSGM%20IB%202015_60%20Haley.pdf
State, Society and Governance in Melanesia Program, Australian National University	Nicole Haley and Kerry Zubrinich, Improving Women's Political Representation in the Pacific: The Emerging Evidence, In Brief 2015/31	http://ips.cap.anu.edu.au/sites/default/files/IB-2015-31-Haley%20Zubrinich.pdf

Organisation (Partner)	Authors, Title, Date	Web link / Contact
State, Society and Governance in Melanesia Program, Australian National University	Nicole Haley and Kerry Zubrinich, Assessing the Shift to Limited Preferential Voting in Papua New Guinea: Money Politics, In Brief 2015/30b	http://ips.cap.anu.edu.au/sites/default/files/IB-2015-30b-Haley%26Zubrinich.pdf
State, Society and Governance in Melanesia Program, Australian National University	Nicole Haley, Assessing the Shift to Limited Preferential Voting in Papua New Guinea: Electoral Outcomes, In Brief 2015/30a	http://ips.cap.anu.edu.au/sites/default/files/IB-2015-30a-Haley_0.pdf
Department of Pacific Affairs, Australian National University	Nic Maclellan and Anthony Regan, New Caledonia and Bougainville: Towards a New Political Status? Discussion Paper 2018/3	http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2018-08/dpa_dp2018_3_new_caledonia_and_bougainville-towards_a_new_political_status_.pdf
State, Society and Governance in Melanesia Program, Australian National University	Theresa Meki, An Overview of Women Candidate Performance in Papua New Guinea Elections, In Brief 2015/43	http://ips.cap.anu.edu.au/sites/default/files/IB-2015-43-Meki.pdf
Pacific Leadership Program	Dr Tess Newton Cain, Analysis of Women Councillor's Experiences in WISDM Activities in Vanuatu, Discussion Paper, June 2016	http://www.plp.org.fj/wp-content/uploads/2016/06/PLP-Discussion-Paper-Vanuatu-WISDM-coalition-2017.pdf
State, Society and Governance in Melanesia Program, Australian National University	Patrick Nisira, Leadership Challenges for the Autonomous Bougainville Government, Discussion Paper 2017/3	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2017-05/dp_2017_3_nisira.pdf
University of Canberra	Barbara Pamphilon, Katja Mikhailovich and Barbara Chambers (2014), Training by Papua New Guinea women, for Papua New Guinea women: lessons from the development of a co-constructed course for women smallholder farmers, <i>International Journal of Lifelong Education</i> 33:6, pp. 721-736	https://www.tandfonline.com/doi/abs/10.1080/02601370.2014.952358
Department of Pacific Affairs, Australian National University	Anthony Regan, The Bougainville Referendum Arrangements: Origins, Shaping and Implementation Part Two: Shaping and Implementation, Discussion Paper 2018/5	http://bellschool.anu.edu.au/sites/default/files/publications/attachments/2018-08/dpa_dp2018_5_regan_pt_2_final2.pdf
Department of Pacific Affairs, Australian National University	Anthony Regan, The Bougainville Referendum Arrangements: Origins, Shaping and Implementation Part One: Origins and Shaping, Discussion Paper 2018/4	http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2018-08/dpa_dp2018_4_regan_pt_1_final.pdf
Developmental Leadership Program, University of Birmingham	Ceridwen Spark, John Cox and John Corbett (2018), Being the first: women leaders in the Pacific Islands	http://apo.org.au/node/133786
State, Society and Governance in Melanesia Program, Australian National University	Kerry Zubrinich, What Women (Candidates) Want, In Brief 2016/8	http://ips.cap.anu.edu.au/sites/default/files/IB-2016-08-Zubrinich.pdf
Economic Empowerment (related)		
State, Society and Governance in Melanesia Program, Australian National University	Bryant Allen, Will Papua New Guinea Be Able to Feed Itself in 2050? In Brief 2015/40	http://ips.cap.anu.edu.au/sites/default/files/SSGM%20IB%202015_40%20B%20Allen.pdf
Australian National University	R. Michael Bourke and Tracy Harwood, Eds (2009), Food and Agriculture in Papua New Guinea, Australian National University Press	http://press.anu.edu.au/publications/food-and-agriculture-papua-new-guinea/download
Australian Centre for International Agricultural Research	Barbara Chambers, Norah Omot, Barbara Pamphilon, Barbara Tomi, Maria Linibi and Cathy McGowan (2012), Improving women's business acumen in Papua New Guinea: working with women smallholders in horticulture – Final Project Report	http://aci-ar.gov.au/publication/fr2012-23

Organisation (Partner)	Authors, Title, Date	Web link / Contact
State, Society and Governance in Melanesia Program, Australian National University	Priya Chatter, Step-by-Step: Climbing the 'Ladder of Freedom and Power' in Fiji and Papua New Guinea, In Brief 2015/17	http://ips.cap.anu.edu.au/sites/default/files/SSGM%20IB%202015_17%20Chatter.pdf
World Bank Group	David Craig and Doug Porter, 'There is security from this place' Promoting the safety and economic vitality of Port Moresby's local markets: Lessons for Market Renovators, Policy Note March 2017	https://openknowledge.worldbank.org/handle/10986/26380
Department of Pacific Affairs, Australian National University	Richard Eves et al (2018), Do No Harm Research: Papua New Guinea	https://pacificwomen.org/research/no-harm-research-report-papua-new-guinea-bougainville/
Department of Pacific Affairs, Australian National University	Richard Eves et al (2018), Do No Harm Research: Bougainville	https://pacificwomen.org/research/no-harm-research-report-papua-new-guinea-bougainville/
Department of Pacific Affairs, Australian National University	Richard Eves et al (2018), Do No Harm Research: Solomon Islands	https://pacificwomen.org/research/no-harm-research-report-solomon-islands/
Department of Pacific Affairs, Australian National University	Richard Eves, Women's Economic Empowerment and Escaping Violent Relationships, In Brief 2017/32	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2017-11/in_brief_2017_32_eves_final.pdf
Department of Pacific Affairs, Australian National University	Richard Eves and Asha Titus, Coffee is Men's Business (Part 2), In Brief 2017/12	https://pacificwomen.org/wp-content/uploads/2017/12/Eves-Titus-Coffee-is-Mens-Buisness-Pt-2-2017.pdf
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Sustineo	PNG Perceptions Crime and Safety, Business Perception – Technical Report, November 2018	Contact: Richard Guy, Monitoring and Evaluation Manager Justice Services and Stability for Development. Richard.Guy@JSS4D.org.pg
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PNG Institute of Medical Research, UNSW Sydney and University of Goroka	Video: Full of Life (2018), Angela Kelly-Hanku (Executive Producer)	https://www.youtube.com/watch?v=uZmB9KRN27c

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PNG Institute of Medical Research, UNSW Sydney and University of Goroka	Video: <i>I gat halivim annah</i> (2018), Angela Kelly-Hanku (Executive Producer)	https://www.youtube.com/watch?v=Vu0tFTAQemU
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Queensland University of Technology Oxfam International in PNG	Verena Thomas, Jackie Kauli and Patrick Rawstone (2017), Understanding gender-based and sorcery related violence in Papua New Guinea an analysis of data collected from Oxfam partners 2013-2016	https://pacificwomen.org/research/gender-based-sorcery-related-violence-papua-new-guinea-analysis-data-collected-oxfam-partners-2013-2016/
Enhanced Knowledge and Understanding (related)		
La Trobe University, Developmental Leadership Program	Tait Brimacombe, Glen Finau, Romitesh Kant, Jope Tarai and Jason Titifanue (2018), Digital Feminism in Fiji – The use of digital technologies (esp. social media) by young women's rights activists in Fiji for activism and advocacy Research Paper 59	http://www.dlprog.org/research/digital-feminism-in-fiji.php
University of Canberra	Caffery, J. & Hill, D (2018): Expensive English: an accessible language approach for Papua New Guinea agricultural development, Development in Practice, DOI: 10.1080/09614524.2018.1530195	http://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program/publications/Expensive-English-an-accessible-language-approach-for-Papua-New-Guinea-agricultural-development1.pdf
World Bank Group	David Craig, Doug Porter and Fiona Hukula (2016), 'Come and See the System in Place' Mediation capabilities in Papua New Guinea's Urban Settlements, Research Report, January 2016	https://openknowledge.worldbank.org/handle/10986/26283
Department of Foreign Affairs and Trade	DFAT (2016), Papua New Guinea Evaluation of Village Court Officials' Training: Summary of findings	http://dfat.gov.au/about-us/publications/Pages/png-evaluation-village-court-officials-training-march-2016.aspx

Organisation (Partner)	Authors, Title, Date	Web link / Contact
Quality and Technical Assurance Group	Mid-term review Justice Services and Stability for Development Program, October 2018	https://dfat.gov.au/about-us/publications/Pages/papua-new-guinea-justice-services-stability-for-development-program-mtr.aspx
State, Society and Governance in Melanesia Program, Australian National University	Susan Dixon, Jenny Munro and Anthony Regan, The Pacific Research Colloquium: Strengthening Skills and Partnerships with Pacific Researchers, In Brief 2016/26	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-11/ib-2016-26-dixon-munro-regan.pdf
Department of Pacific Affairs, Australian National University	Miranda Forsyth (2018), Activating the Powers of Law in the South Pacific (2018), <i>The Development Bulletin</i> , 80, pp.140-144	https://Crawford.anu.edu.au/rmap/devnet/dev-bulletin.php
State, Society and Governance in Melanesia Program, Australian National University	Miranda Forsyth, New Developments in Papua New Guinea's Research and Development Regulatory Framework, In Brief 2016/21	http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-10/ib-2016-21-forsyth.pdf
Australian Centre for International Agricultural Research	Jack Hetherington, We're going MAD for digital data! October 2015	http://aciablog.blogspot.com.au/2015/10/were-going-mad-for-digital-data.html
GSM Association	Hightet, C., Nique, M., Watson, A. H. A., & Wilson, A. (2019). Digital Transformation: The Role of Mobile Technology in Papua New Guinea. London, United Kingdom: GSMA.	https://www.gsma.com/mobilefordevelopment/wp-content/uploads/2019/03/Digital-Transformation-The-Role-of-Mobile-Technology-in-Papua-New-Guinea.pdf
PNG Institute of Medical Research and UNSW Sydney	Agnes Mek, Angela Kelly-Hanku, Stephen Bell, Wilson Lee and Andrew J Vallely, (2018), 'I was attracted to him because of his money': Changing forms of polygyny in contemporary Papua New Guinea, <i>The Asia Pacific Journal of Anthropology</i> , 19:2, pp.120-137	Available from Angela Kelly-Hanku a.kelly@unsw.edu.au
University of Canberra	Mikhailovich, K., Pamphilon, B & Chambers, B. (2015) Participatory visual research with subsistence farmers in Papua New Guinea, <i>Development in Practice</i> , 25:7, 997-1010, DOI: 10.1080/09614524.2015.1069260	http://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program/publications/Participatory-VM-1.pdf
University of Canberra	Pamphilon, B & Mikhailovich, K (September 12-15, 2017) Bringing together learning from two worlds: Lessons from a gender-inclusive community education approach with smallholder farmers in Papua New Guinea, <i>Australian Council for Adult Literacy 2017 National Conference</i> , Darwin, Australia	http://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program/publications/Bringing-together.pdf
University of Canberra	Pamphilon, B (2015) Weaving knowledges: the development of empowering intercultural learning spaces for smallholder farmers in Papua New Guinea, <i>Multicultural Education Review</i> , 7:1-2, pp 108-121, DOI:10.1080/2005615X.2015.1061921	http://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program/publications/WeavingKnowledges.pdf
University of Canberra	Pamphilon, B., Mikhailovich, K. & Chambers, B. (2014) Training by Papua New Guinea women, for Papua New Guinea women: lessons from the development of a co-constructed course for women smallholder farmers. <i>International Journal of Lifelong Education</i> ; on-line September 4 th DOI:10.1080/02601370.2014.952358	http://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program/publications/Training-for-PNG-Women.pdf
University of Canberra	Simoncini, K., Pamphilon, B & Simeon, L (2018) The 'Maria' books: the achievements and challenges of introducing dual language, culturally relevant picture books to PNG schools, <i>Language, Culture and Curriculum</i> , DOI: 10.1080/07908318.2018.1490745	http://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program/publications/Simoncini-et-al-The-Maria-books-the-achievements-and-challenges-of-introducing-dual-language-culturally-relevant-picture-books-to-PNG-schools.pdf
University of Canberra	Simoncini, K., Pamphilon, B (2018) Educating PNG rural children for their farming futures an exploration of the role of teacher professional development.	A copy is available from Barbara Pamphilon at Barbara.Pamphilon@canberra.edu.au

Organisation (Partner)	Authors, Title, Date	Web link / Contact
University of Canberra	Simoncini, K., Pamphilon, B., & Mikhailovic, K. (2016). Place-based picture books as an adult learning tool: Supporting agriculture learning in Papua New Guinea. <i>Adult Learning</i> , 28 (2) 61-68	http://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program/publications/Simoncini-at-al-Place-based-picture-books-as-an-adult-learnig-tool-1.pdf
<i>Pacific Women</i> Support Unit	Yvonne Underhill-Sem et al (2016), <i>Gender Research in the Pacific 1994–2014: Beginnings</i>	https://pacificwomen.org/research/gender-research-in-the-pacific-1994-2014-beginnings/
	Amanda Watson, Remote data collection in Papua New Guinea: an aid to policy deliberations, <i>DevPolicy Blog</i> , 7 July 2015	http://devpolicy.org/remote-data-collection-in-papua-new-guinea-an-aid-to-policy-deliberations-20150707/
	Amanda Watson and Elizabeth Morgan, M-government for courts systems: A data collection trail in Papua New Guinea, in Robertson, A (Ed), <i>Commonwealth Governance Handbook 2014:15</i> . Cambridge, Nexus / Commonwealth Secretariat, pp. 34-38	http://www.commonwealthgovernance.org/assets/uploads/2015/04/GCH-15-Watson.pdf
Research Underway / Advanced Planning		
Leadership and Influence (related)		
Department of Pacific Affairs, Australian National University	Baker, Butler, Haley, Howard, McMahon and Wiltshire, Department of Pacific Affairs researchers are currently preparing a proposal for a book titled: <i>Women, politics and development at the local level in Papua New Guinea</i>	Hannah.mcmahon@anu.edu.au
Department of Pacific Affairs Australian National University	Kerryn Baker and Julien Baker are undertaking a research project: <i>New and Evolving Forms of Political Participation: The Northern Islands Market Vendor's Association</i> , in collaboration with UN Women	Hannah.mcmahon@anu.edu.au
Department of Pacific Affairs Australian National University	Elise Howard, Forthcoming Department of Pacific Affairs Discussion Paper: <i>Effective Support for Women's Leadership in the Pacific: What does the evidence tell us?</i>	Hannah.mcmahon@anu.edu.au
National Research Institute Papua New Guinea	<i>Women in the 2018 Local Level Government Elections</i>	Mary Fairio @ mary.fairio@pngnri.org
Economic Empowerment (related)		
Australian National University	<i>Women's economic empowerment among coffee small-holders in Papua New Guinea due to be published by June 2019</i>	Richard.Eves@anu.edu.au
CARE Papua New Guinea	<i>Business Case for Women's Economic Empowerment in the Coffee Industry</i>	Judy Andreas, Project Manager Judy.Andreas@careint.org Or Gloria Nema, Senior Monitoring, Evaluation and Learning Officer Gloria.Nema@careint.org
CARE, Curtin University and Australian Centre for International Agriculture Research	<i>Women in Agribusiness research focusing on Village Savings and Loans Associations ongoing until 2020</i>	Judy Andreas, Project Manager Judy.Andreas@careint.org Or Gloria Nema, Senior Monitoring, Evaluation and Learning Officer Gloria.Nema@careint.org
<i>Pacific Women</i> Support Unit	<i>Tracking the influence of the Financial Literacy and Family Farm Teams training</i>	Miriam Dogimab, Deputy Country Manager Mirriam.Dogimab@pacificwomen.org.fj

Organisation (Partner)	Authors, Title, Date	Web link / Contact
University of Canberra and CARE	A Guidance note in utilising the family-based approaches and methodologies	Barbara Pamphilon, Project Lead Barbara.Pamphilon@canberra.edu.au
University of Canberra	A report on transferable lessons for the development of women as agricultural leaders	Barbara Pamphilon, Project Lead Barbara.Pamphilon@canberra.edu.au
University of Canberra	An impact evaluation of the teacher training materials developed through the Family Farm Teams project will take place in 2019.	Barbara Pamphilon, Project Lead Barbara.Pamphilon@canberra.edu.au
Violence against Women and Girls (related)		
Department Pacific Affairs, Australian National University	Use and impact of Family Protection Orders in Papua New Guinea	judy.putt@anu.edu.au
CARE Papua New Guinea	<i>Mamayo</i> project baseline	Elsie Mongoru at Elsie.Mongoru@careint.org
FHI 360	<i>Kommuniti Lukautim Oi Meri</i> – Endline survey to describe changes in family relations from 2014–2018 in Western Highlands and West Sepik Province, Papua New Guinea”	Gabriel Kuman at Gkuman@fhi360.org
FHI 360	<i>Kisim Femili Plenin Strongim Kommuniti</i> – a formative study of women and adolescents’ knowledge, perceptions and practices on modern family planning in two districts of East Sepik and West Sepik Provinces of Papua New Guinea	Gabriel Kuman at Gkuman@fhi360.org
Justice Services and Stability for Development program	Research on Reporting, Investigating and Prosecuting Family and Sexual Violence (FSV) Offences in PNG. Expected to be undertaken in second half of 2019.	Richard Guy, Monitoring and Evaluation Manager Justice Services and Stability for Development. Richard.Guy@JSS4D.org.pg
Justice Services and Stability for Development program	Assessment of the FSV referral pathway in PNG and contribution from the Justice Services program. Expected to be available in early 2020.	Richard Guy, Monitoring and Evaluation Manager Justice Services and Stability for Development. Richard.Guy@JSS4D.org.pg
International Women’s Development Agency / Nazareth Centre for Rehabilitation	Schools-based prevention program in Bougainville: Learning paper and training modules.	Elena Leddra, International Women’s Development Agency Eleddra@iwda.org.au
International Women’s Development Agency / Nazareth Centre for Rehabilitation	Bougainville: follow up to the baseline on community attitudes on gender-based violence and gender equality.	Elena Leddra, International Women’s Development Agency Eleddra@iwda.org.au
Oxfam International in Papua New Guinea	Life experience and well-being study- Family and Community Violence in Papua New Guinea	Charlotte Kakebeeke, Program Director Oxfam ckakebeeke@oxfampacific.org
Oxfam International in Papua New Guinea	Community response to child abuse – research study support by Australian National University and PNG Institute of Medical Research funded by <i>Pacific Women</i>	Charlotte Kakebeeke, Program Director Oxfam ckakebeeke@oxfampacific.org
Oxfam International in Papua New Guinea	Best practices in addressing sorcery accusation related violence – research study support by Australian National University and PNG Institute of Medical Research funded by <i>Pacific Women</i>	Charlotte Kakebeeke, Program Director Oxfam ckakebeeke@oxfampacific.org
Oxfam International in Papua New Guinea	Family and community violence prevention and response study in Papua New Guinea – rigorous evaluation of the Trauma Informed Prevention Approach to address gender-based violence and sorcery accusation-related violence.	Charlotte Kakebeeke, Program Director Oxfam ckakebeeke@oxfampacific.org
Oxfam Papua New Guinea	Gender Justice program end of phase evaluation	Charlotte Kakebeeke, Program Director Oxfam ckakebeeke@oxfampacific.org

Organisation (Partner)	Authors, Title, Date	Web link / Contact
Pacific Women Support Unit	Review of <i>Pacific Women</i> projects looking to shift knowledge, attitudes and practices relating to gender norms and practices.	Miriam Dogimab, Deputy Country Manager Mirriam.Dogimab@pacificwomen.org.fj
Pacific Women Support Unit	Sexual Reproductive Health Needs and Rights of Young People	Tara Chetty, Senior Gender Program Manager Tara.Chetty@pacificwomen.org.fj
Pacific Women Support Unit	Sexual Harassment in the Workplace in the Pacific – public sector and tourism industry	Heather Worth, Research Coordinator h.worth@unsw.edu.au
Population Services International Papua New Guinea (SASA! Pilot)	Dr. Emma Fulu, Papua New Guinea (2018): Assessing the Impact of the SASA! Pilot on Community Attitudes and Behaviours Related to VAW	Shannon McVey, Acting Country Director, Papua New Guinea S.mcvay@psipng.org
Population Services International Papua New Guinea (Making Markets Work for Health UNFPA funded)	Papua New Guinea (2019): Family Planning Consumer Study Understanding decision-making, opportunities and barriers for women who have need for family planning products and services, as well as community knowledge and attitudes regarding family planning.	Shannon McVey, Acting Country Director, Papua New Guinea S.mcvay@psipng.org
UNICEF and UNFPA	Intimate partner violence and violence against children in Asia and the Pacific	Judith Bruno, UNICEF Deputy Representative JBruno@unicef.org
UN Women	UN Women, Impact Evaluation of Safe City and Safe Public Transport Program, 2019	Brenda Andrias, Programme Officer, Safe Public Transport Program Brenda.Andrias@unwomen.org.fj
World Bank Group	Research underway in Lae: looking at pathways of resort in the settlement of Gender-Based Violence. This will look at capabilities and limitations of local level <i>komitis</i> in managing gender-based violence cases, and the increasing prominence of women in village court, ward and local-level governments' law and justice contexts, supporting better support / access to justice and services.	Caroline Sage, World Bank Task Team Leader csage@worldbank.org
Enhanced Knowledge and Understanding (related)		
Divine World University	Sagrsta, M., Gibbs, P., and Kolodziejczyk, I. Digital divide in academic institutions and its implication on study performance. The study will measure how gender and origin impact different digital literacy skills of Divine World University students.	ikolodziejczyk@dwu.ac.pg msagrsta@dwu.ac.pg pgibbs@dwu.ac.pg
Justice Services and Stability for Development program	An evaluation of Village Courts in two (2) priority provinces and the Autonomous Region of Bougainville. Related but separate, Analysis of Village Court Inspections - case study on Morobe.	Richard Guy, Monitoring and Evaluation Manager Justice Services and Stability for Development. Richard.Guy@JSS4D.org.pg
Pacific Women Support Unit	Six-Year Evaluation of the <i>Pacific Women</i> program to take place in 2019	Tracey Newbury, DFAT Tracey.Newbury@dfat.gov.au

Annex 7 Second Country Plan revised outcomes

The following is a summary of the assessment of progress against each of the Second Country Plan revised outcomes included in the *Pacific Women* in Papua New Guinea Monitoring, Evaluation and Learning Framework, 2018.

Key ● On track to achieve outcome ● Some progress made ● Not on track to achieve outcome

Women's Leadership and Influence	
Community and public and private sectors have developed policies, practices and programs that support and enable women to move into leadership roles.	●
More women and girls undertake leadership roles and influence decision making at community level, at local and national government levels and in the private sector.	●
Women's Economic Empowerment	
Family, community, public and private sector attitudes and actions increasingly support women's economic empowerment.	●
Women have increased knowledge, skills and confidence to successfully undertake formal and informal economic activities.	●
Public and private sector partners have established policies, practices and programs that enable women's economic empowerment and safe working conditions for women.	●
Violence Prevention and Services	
Women and girls, and men and boys, and communities act to address violence against women.	●
Quality services continue to expand and result in more survivors of violence accessing services and reporting violence when it occurs.	●
Legislative and policy reforms or practices that protect women and children from violence and protect human rights are implemented in the public and private sectors.	●
Enhanced Knowledge and Understanding	
Evidence about gender inequality and discrimination, causes of violence and drivers of change in Papua New Guinea is widely disseminated and used to enhance program planning.	●
There is increased availability of information and training to support women's leadership, economic empowerment, prevention of family and sexual violence, and improve service delivery.	●
Innovative approaches that improve women's lives trialled through <i>Pacific Women</i> are taken up by other Australian investments.	●