

# PACIFIC WOMEN IN PAPUA NEW GUINEA

FINAL PERFORMANCE REPORT 2021-2022



# *Pacific Women* in Papua New Guinea Final Performance Report 2021–2022

## **Cover:**

From left to right: Jacqueline Boga Garoau, Female Co-Chairperson for the PNG Assembly of Disabled Persons; Lilly Be'Soer, Director Voice for Change; Severina Betitis former Project Manager Inclusive Development in Post Conflict Bougainville project; Raphaela Baki Kaore, Founder of Kamapim Boxing Meri.

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## **For further information:**

Website: <https://pacificwomen.org>

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## Acronyms and Abbreviations

AUD	Australian Dollar
Bougainville	Autonomous Region of Bougainville
BSP	Bank South Pacific
COVID-19	Coronavirus Disease of 2019
DFAT	Department of Foreign Affairs and Trade [Australia]
FSVAC	Family and Sexual Violence Action Committee
FY	Financial Year [Australia July–June]
GBV	Gender-Based Violence
IBS	Institute of Business Studies
IWDA	International Women’s Development Agency
KUSWA	Kafe Urban Settlers Women’s Association
NGO	Non-Government Organisation
<i>Pacific Women</i>	Pacific Women Shaping Pacific Development Program
PGK	Papua New Guinea Kina
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

# 1 Overview

Pacific Women Shaping Pacific Development (*Pacific Women*) is one of the largest global commitments to gender equality. It partners with governments, multilateral organisations, local and international non-government organisations (NGOs), private sector, disabled persons organisations, coalitions and others to improve the political, economic and social opportunities of Pacific women and to end violence against women and girls. Its emphasis is on partnerships and locally-driven development.

Since the program's launch in August 2012, an estimated 1.62 million women, men and children in Papua New Guinea have been able to access services and information through initiatives supported by *Pacific Women*.<sup>1</sup> The Australian Government has supported 56 projects with 59 partners in Papua New Guinea with an AUD116.77 million total projected commitment through *Pacific Women*. Annex 1 lists all projects, including the shortened names used in this report and a brief description. Section 3 is a map showing the program outcomes of projects operating in each province. Annex 2 details which projects operated in each province.

*Pacific Women* works closely with a number of national government departments, provincial and district administrations to support the implementation of the Government of Papua New Guinea's development priorities and gender equality commitments. Each *Pacific Women* project aligns with at least one Medium Term Development Plan III (2018–2022) key result area. *Pacific Women* supports women to start and grow enterprises; builds financial literacy and access to credit; and enhances family and community support for women's access to modern family planning and maternal health services to support sustainable population growth.

*Pacific Women* supports the implementation of laws including the *Family Protection Act 2013* and the *Lukautim Pikinini Act 2015*. At least three projects contributed to the Sorcery and Witchcraft Accusation Related Violence National Action Plan (SARV National Action Plan). The majority of *Pacific Women* funds and projects support the implementation of National Strategy to Prevent and Respond to Gender Based Violence 2016–2025 (National Gender Based Violence Strategy).

*Pacific Women* initiatives respond to the commitments in the 2012 Pacific Leaders' Gender Equality Declaration, while also supporting Australia's Pacific Step-up and its Partnerships for Recovery approach of working together with Pacific partners to address COVID-19 impacts on women, girls and their communities. The program implements DFAT's Gender Equality and Women's Empowerment Strategy.

*Pacific Women* completes its tenure in June 2022, long-term support for gender equality in Papua New Guinea from Australia will continue in a new gender program. This follows the transition of the regional *Pacific Women* program in 2021 to the new, AUD170 million Pacific Women Lead program.

## FOUR OUTCOMES:

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

<sup>1</sup> In addition to the women, girls, men and boys included in Section 2, the *Pacific Women* program reached 401,693 women, girls, men and boys through COVID-19 specific awareness. Partners also provided financial information, training and services to 8,586 men, and counselling, safe house and other support services to 3,339 men and boys in response to family and sexual and sorcery accusation-related violence. The estimate is based on validity of data provided by partners and projects. Cumulative reach numbers are to 31 December 2021 and may include people reached through more than one activity and accessing multiple services.

## 1.1 Key Achievements

Many key achievements across the life of program extend beyond specific outcomes. They include:

### Documenting and sharing gender transformative approaches

As a result of *Pacific Women's* long-term commitment to partners' efforts, gender transformative change is happening in Papua New Guinea in many of the communities in which *Pacific Women* partners have been working. Multiple project evaluations have found transformative changes in attitudes and behaviours are taking place within families, communities and organisations, leading to reduced tolerance of violence against women and improved women's empowerment. External evaluations found the following. A reduction of violence against women was reported by 90 per cent of community participants in the Gender-Based and Sorcery-Related Violence project.<sup>2</sup> Marital rape and physical assault within marriage is reducing as a result of *Kommuniti Lukautim Ol Meri*.<sup>3</sup> The Gender Justice and Healing project in Bougainville is changing people's attitudes and behaviours with reductions in sorcery accusation-related killings, family and sexual violence, teenage pregnancy and early marriage.<sup>4 5</sup> The *Bel isi* PNG Research project found there is less acceptance of family and sexual violence in companies actively addressing the issues than in the broader community.<sup>6</sup>

A participatory review by 14 *Pacific Women* partners conducted in 2019–2020 identified eight features of their work that have been key to achieving gender transformation in Papua New Guinea. The full report was published in July 2021 along with a subsequent Practice Note and short videos in both English and *Tok Pisin* languages promoting the key elements. A series of short videos showcasing the stories of partners and many of the key elements will be distributed in 2022.

The review findings make a significant contribution to expanding global knowledge about what works to transform harmful gender norms in Papua New Guinea.

### Supporting gender-inclusive COVID-19 responses

*Pacific Women* partners are providing support to protect women, children and vulnerable populations during the COVID-19, and future, emergency responses. This included national recognition of gender-based violence (GBV) services as essential services and staff as frontline workers for COVID-19 vaccination prioritisation. The government prioritised and mainstreamed the protection of women, children, and vulnerable populations, and women's representation and voice in recovery planning.

*Pacific Women* provided financial resources, support to partners to develop COVID-19 safe house operating guidelines, and training and protective equipment, so that funded and other crisis service providers continued to operate safely. In 2021, UN Women, *Femili* PNG and *Bel isi* PNG provided safe houses, police Family and Sexual Violence Units, courts, and welfare services with resources to help them to continue to operate safely. To mitigate the disproportionate harms to women market vendors and

In 2021, the COVID-19 Protection Project expanded its support to 23 safe houses across 15 provinces.

<sup>2</sup> Barclay, A. (July 2020). *Oxfam in PNG Gender Justice Program learning paper*. [Unpublished].

<sup>3</sup> FHI 360. (2019). *Kommuniti Lukautim Ol Meri: Survey on family wellbeing in Western Highlands and West Sepik Provinces, Papua New Guinea*. <https://fhi360.org/sites/default/files/media/documents/resource-png-klom-survey.pdf>.

<sup>4</sup> The terminology used in Papua New Guinea has been 'family and sexual violence'. This reflected that violence often occurs between family members, across generations as well as between partners. The terminology of 'gender-based violence' which more specifically refers to violence directed at a person because of their gender is now more frequently used in Papua New Guinea. The terms are typically used interchangeably.

<sup>5</sup> Braun, A. (2019). *From Gender Based Violence to Gender Justice and Healing Phase 1: 2015–2018 Final evaluation*. <https://iwda.org.au/resource/from-gender-based-violence-to-gender-justice-and-healing-project-phase-1-evaluation-report/>.

<sup>6</sup> International Finance Corporation. (2021). *Workplace responses to family and sexual violence in PNG: Measuring the business case*. [https://www.ifc.org/wps/wcm/connect/region\\_\\_ext\\_content/ifc\\_external\\_corporate\\_site/east+asia+and+the+pacific/resources/png-fsv-report-final](https://www.ifc.org/wps/wcm/connect/region__ext_content/ifc_external_corporate_site/east+asia+and+the+pacific/resources/png-fsv-report-final).

on food security, UN Women supported city authorities to develop minimum standards and operational actions to keep markets clean and to prevent the spread of COVID-19.

### Promoting inclusive programming and practice

*Pacific Women* has increased the focus and capacity of partners in disability-inclusive programming and practices and supported the implementation of the National Policy on Disability (2015–2025). To strengthen partners' understanding of disability inclusion issues, tools, resources and approaches, and improve stakeholder coordination, *Pacific Women* facilitated connections with disabled persons organisations such as the Papua New Guinea Assembly of Disabled Persons, Cheshire Disability Services, Unggai-Bena Disabled Persons Organisation, and staff from the Department for Community Development and Religion. Partners have developed disability-inclusive policies, adapted their premises and selected training venues to ensure greater accessibility, worked directly with local disabled persons organisations to improve gender and inclusive outcomes and reach, and adapted training materials in response to baseline surveys on the prevalence of disability in their target communities.

*Femili* PNG's deliberate actions to make services known and more accessible to people with disability have resulted in an increase in the number of clients with a disability increasing from three per cent in 2017 to 10 per cent in 2021.

In 2021, the *Pacific Women* Support Unit in collaboration with the Department for Community Development and Religion, the PNG Disability Sector Coalition, the PNG Assembly of Disabled Persons, the PNG–Australia Governance Partnership, and Australia Awards PNG, developed Guidance Procedures for Disability Inclusion in PNG Programs. The Guidance Procedures have been endorsed by the Australian High Commission to apply to all development partners and stakeholders funded by Australian Government to ensure actions for disability inclusion are incorporated into the planning and delivery of programs or activities.<sup>7</sup>

Under the COVID-19 Protection Project, UN Women collaborated in 2021 with PNG Women with Disabilities and PNG Assembly for Disabled Persons, to develop advocacy briefs for the safe and inclusive roll-out of the vaccine and guidance notes on mainstreaming protection concerns in health and education programs. The project is building the capacity of officials from national government, civil society, UN agencies, and local community, faith-based and non-government organisations to incorporate gender perspectives and the voices of women, people with disabilities and the elderly into Provincial Disaster Committee structures and planning. It is also building the advocacy, administrative and institutional capacity of six disabled persons organisations.<sup>8</sup>

### Building productive partnerships and collaboration with government

Since it began in 2012, *Pacific Women* has funded 37 projects working with national department agencies, 34 projects working with provincial administration or health authorities, and 21 activities working with district authorities. *Pacific Women* partners have contributed to increased focus and capacity of government at each of these different levels. Partners' advocacy, capacity development and operational assistance to government agencies and groups has highlighted the need to increase women's access to resources, exercise their rights and reduce violence against women and children.

Eleven *Pacific Women* projects have worked with government agency service providers and administration to strengthen referral pathways and coordination arrangements. This has included supporting the establishment and functioning of district and provincial Family and Sexual Violence Action Committees with provincial Divisions of Community Development.

<sup>7</sup> Available on the <https://pacificwomen.org> website.

<sup>8</sup> The organisations are: PNG Deaf Association, PNG Association of Blind and Vision Impaired, National Capital District Disabled Persons Organisations, Motu Koitabu Disability Organisation, Central Province Persons Organisation, and Cheshire Disability Services. Support to Cheshire Disability Services focused on providing COVID-19 disability support services.

Government is increasingly recognising and supporting the work of *Pacific Women's* local partners. . In 2021, *Femili PNG* signed a Memorandum of Understanding with the Department of Justice and Attorney General and the department committed PGK30,000 each year for the next three years. In January 2022, *Femili PNG* provided the department with its first 'Year in Review Data Report' on clients, to inform policy and planning relating to family and sexual violence. The Nawaeb District funds *Femili PNG* to conduct regular outreach and awareness with the district. The East Sepik Governor's Office recognised the work of Family for Change in addressing gender-based violence over many years, with funding of PGK10,000 under the Sepik's Champions Grant. In Jiwaka, Voice for Change has been recognised as a leader and technical expert on addressing gender-based violence by the Jiwaka Provincial Administration. Voice for Change has supported the development of the provincial Gender Based Violence Strategy, action plan and budget to establish the provincial GBV Secretariat.<sup>9</sup>

Three *Pacific Women* partners have worked with the national Department of, or provincial Divisions of, Education to deliver school-based programs promoting respectful relationships, gender equality and freedom from violence. These projects have supported the implementation of the National Child Protection Policy (2017–2027).

Five projects have worked with Provincial Health Authorities to increase the quality and accessibility of reproductive and health services or services for survivors of sexual and physical violence. The Family Support Centre project has worked with seven Provincial Health Authorities to identify and address capacity and technical gaps to provide essential services and effective referrals to survivors of violence in Family Support Centres and is planning to roll out training on the newly launched Sexual and Gender Based Violence Clinical Guidelines.

In September 2021, Boram Hospital in Wewak opened a new Family Support Centre. The West New Britain Provincial Health Authority also moved the Kimbe Family Support Centre into more suitable, separate space and committed additional operational resources.

### Building knowledge and capacity to protect children

An estimated 14 per cent of clients accessing *Pacific Women* partners' medical and case management services are children. There are very limited child-centric response services and qualified duty bearers. *Pacific Women* has supported partners to strengthen their processes for protecting children and preventing sexual exploitation, abuse and harassment within their own projects, and to include advocacy on these matters within their activities.

Equal Playing Field's Safe Schools project has preventing child abuse and promoting child protection as core values. They have trained 208 teachers (138 women and 70 men) to build their knowledge of issues around child protection and violence against women and girls, relevant laws, and their own reporting obligations and referral pathways for children who have experienced violence. With Equal Playing Field's support, two primary schools have developed child protection policies and codes of conduct promoting the schools' zero tolerance of child abuse. The National Office of Child and Family Services has gazetted 20 Equal Playing Field staff (14 young women and six young men) as Community Child Protection Volunteers under the *Lukautim Pikinini Act 2015*.

*Kommuniti Lukautim Ol Meri's* Safe Schools program has supported teachers to report child protection cases for referral to the Community Development office, Social Welfare section, for intervention.

*Femili PNG* provides child protection training to safe house staff, and in 2021 conducted 11 sessions in schools to increase children's and teachers' awareness of the types of family and sexual violence and child abuse, and that the law prohibits violence, and provided information on services that are available to help. The Communicating the Law Toolkit includes a module on the laws and policies relating to child protection and children's rights. Since July 2021, 343 community leaders (164 women and 179 men) from Simbu and Eastern Highlands Provinces have participated in this training.

<sup>9</sup> In 2021, these activities were primarily funded through Spotlight with complementary *Pacific Women* funding.

## 2 Facts and Figures

*Pacific Women* supports gender equality work across its four outcomes. Over the life of the program so far (from August 2012 until December 2021), it has supported partners to reach women and men across Papua New Guinea.

### Violence Prevention and Response

Commitment: AUD70.9 million (61%)

Projects: 27

*Pacific Women* supports work to ensure violence against women and girls is reduced and survivors of violence have access to support services and justice. From August 2012 to December 2021, the program has supported:



24,675

women and girls to access support services, including: counselling; case management; health or justice services; and emergency repatriation and reintegration support in the case of extreme violence. This includes 3,602 women and children since July 2021.



1,157,530

women, girls, men and boys to participate in one-on-one discussions, group forums and public awareness and media campaigns that challenge social gender norms and violence against children. This includes 69,627 people since July 2021.

### Women's Leadership and Influence

Commitment: AUD15.1 million (13%)

Projects: 11

*Pacific Women* supports work to ensure women and women's interests are represented at all levels of decision making. From August 2012 to December 2021, the program has supported:



3,684

women to take on leadership roles at community, provincial and national levels, including women participating in market decision-making structures. This includes 163 women since July 2021.



47,106

women and men to participate in gender-focused civic and voter education, including approximately 14.5% of the population of Autonomous Region of Bougainville. The total includes 2,576 women and men since July 2021.

### Women's Economic Empowerment

Commitment: AUD20.8 million (18%)

Projects: 9

*Pacific Women* supports efforts to expand women's economic opportunities to earn an income and accumulate economic assets. From August 2012 to December 2021, the program has supported:



16,648

women to access financial information and services, including financial literacy and business skills training. This includes 444 women since July 2021.



253

women to graduate from the Business Coalition for Women's Certificate IV in Leadership and Management. This includes 51 women since July 2021.

### Enhanced Knowledge and Understanding

Commitment: AUD7.3 million (6%)

Projects: 9

*Pacific Women* supports efforts to ensure policy, practice and programming is informed by evidence to promote gender equality and women's empowerment. From August 2012 to December 2021, the program has supported:



9,303

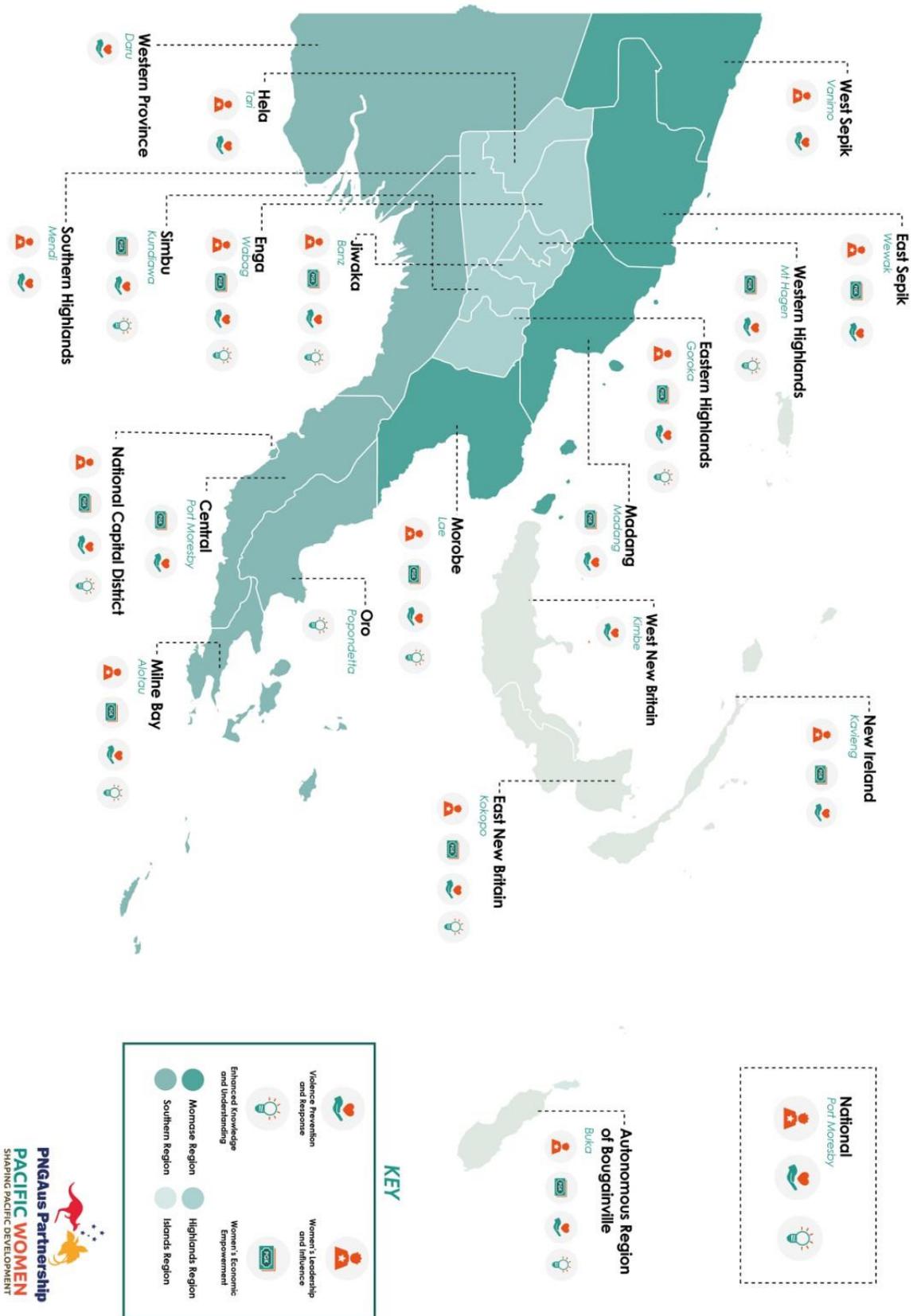
women to have formal opportunities to share ideas and learn from each other. This includes opportunities to reflect on research and program learning events organised by the *Pacific Women* Support Unit. It includes 1,942 women since July 2021.



3,853

men to be actively engaged in promoting gender equality. This includes men undertaking male advocacy training, with 106 men involved since July 2021.

### 3 Pacific Women in Papua New Guinea projects



## 4 Progress towards Long-Term Outcomes 2020–2022

The *Pacific Women* in Papua New Guinea program is on track to achieve all nine of the long-term outcomes by the end of the program in June 2022. This section outlines progress made towards the program's long-term outcomes on both a cumulative basis over the term of the program, and an assessment of the progress of activities during financial year (FY) 2021–2022. The assessment of progress in the latest financial year takes into consideration reasonable expectations of progress during the year, noting the ongoing and compounding challenges presented by the COVID-19 pandemic, the number of projects supported and how many projects are closing out activities.

This section draws on activity level reports to December 2021, review meetings with partners since December 2021 and project evaluations. Progress assessments were informed by *Pacific Women* partners during an outcomes analysis workshop held in Port Moresby in February 2022. A summary of progress against each outcome is included in Annex 3. For more detail on cumulative outcomes, read this report in conjunction with the *Pacific Women* in Papua New Guinea Performance Report 2012–2021.<sup>10</sup>

### 4.1 Women's Leadership and Influence



*Pacific Women* investments have built the skills and confidence of women to take up leadership roles in their communities, in the private sector, and to effectively contest political leadership roles including at sub-national levels.



Women and girls are active change agents. Projects have supported women to form and strengthen associations as an effective 'collective' voice. They are exercising their voice with government and in their communities to ensure that women's interests and needs are prioritised, including in emergency response and recovery planning, in ward development planning, and within market settings.



*Pacific Women* is seeing increasing support within families and communities for women in leadership roles. Private sector companies are investing in leadership pathways for women employees.

Good progress was made in financial year 2021–2022 towards outcomes related to women's leadership and influence, particularly focused on women's political leadership in the lead-up to the national elections planned for mid-2022. ***Pacific Women* is on track to achieve its long-term outcome to increase women's leadership and influence in decision making, including at local government level.**

Challenges nevertheless remain. Deeply entrenched social norms about women's and men's roles lead to different expectations of women in leadership roles. Efforts to have a limited number of reserved seats for women in national parliament or quotas legislated for political party-endorsed candidates do not look like they will succeed before the next elections.

*Pacific Women* funded four projects that primarily contributed to achieving the Women's Leadership and Influence outcomes in financial year 2021–2022.<sup>11</sup> Demonstrating the interconnectedness of outcomes, progress toward this long-term outcome also comes from projects seeking to increase

<sup>10</sup> *Pacific Women* Support Unit. (2021). *Pacific Women in Papua New Guinea Performance Report 2012–2021*.

<https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2012-2021/>.

<sup>11</sup> The four projects funded during 2021–2022 primarily focused on this outcome were: Women in Leadership Support (started in December 2016); Women Make the Change (started in February 2019); Women's Empowerment and Voice (started in June 2021); and Creative Approaches for Impact (started in June 2021).

women's economic empowerment and to reduce violence against women. Skills and confidence gained by women as employees, as leaders of local organisations, as community mobilisers and volunteers, and as executives of Village Savings and Loans Associations, provide important platforms for women to exercise their voice and agency in public leadership roles.

### Women and girls exercise their voice at community level and in local and national decision-making forums

*Pacific Women* has expanded women's voices and leadership in community, local and national government levels and within the private sector. Women are receiving targeted training and support to help them achieve their political aspirations. Women's voices and concerns are being included in decision-making forums and in government and private sector strategies and plans.

**Women are receiving training, mentoring and support to contest the 2022 national elections and take up leadership roles at local government levels.** The Women in Leadership Support project piloted a locally-led mentoring program in September 2021 for high-performing candidates from the 2017 elections who are contesting again in 2022. Based on positive feedback, the pilot has been expanded and will continue until election writs are issued in April 2022. The project is conducting workshops with other women leaders and intending women candidates in up to six provinces.

In December 2021, the Women Make the Change project, in partnership with the Pacific Institute of Leadership and Governance, launched the Political Leadership Academy. This is an important initiative developing a pipeline of women leaders. The first cohort of 19 women from 11 provinces are working at local or provincial level. The Political Leadership Academy is a six-month, part-time program focusing on leadership and governance, community engagement, communications and getting (re)elected. Participants are mentored and provided learning opportunities. Feedback from participants in the first intensive training in December 2021 was very positive.

Through the Women Make the Change project, the Integrity of Political Parties and Candidates Commission was supported by United National Development Programme (UNDP) to conduct three regional mentoring and political party awareness workshops for 31 intending female candidates between September and November 2021. Four similar regional workshops were delivered November–December 2020.

Candidates in the Bougainville 2020 elections, local level government elections 2019, and national general elections in 2017, who participated in training provided by *Pacific Women* partners, reported that the training built their understanding of the electoral context and knowledge to develop competitive campaign strategies. This included three of the four winning women candidates in the Bougainville elections.

**Women are exercising their voice in national forums to advocate for women's political leadership.** By December 2021, UN Women reported that three new coalitions of women leaders and male champions had formed in Momase, Southern Highlands, and New Guinea Islands regions to advocate for women's issues and in favour of temporary special measures to increase women's representation in political forums. These three coalitions conducted advocacy events in their communities, reaching 964 people in the period July–December 2021. Seven Highland Catholic Women's Associations joined forces to petition the Catholic Bishops Conference in May 2021 to use

I've learned that women of PNG should be engaged in politics and political spaces because everything in our community is political. Politics is about women's daily lives so it's important for women to learn about politics and become involved in the decision-making process.

This training increased my knowledge of the hard skills and technical knowledge required to perform effectively and credibly in politics. It also strengthened me as a local level government women's representative by equipping me with the knowledge and skills that will help me in my community relationships, political responsibilities, and future aspirations.

Wendy,  
participant in Political Leadership Academy

their influence with the government to petition for the introduction of reserved seats and political party quotas for women before the national election.

These coalitions were inspired by four regional advocacy and coalition building workshops focused on supporting women's political participation, which were co-facilitated with the Department for Community Development and Religion under the Women Make the Change project. The regional workshops collectively involved 278 people (232 women and 46 men) drawn from 86 different organisations and from all 22 provinces. Panel discussions were livestreamed on the UN Women PNG Facebook page, with over 18,000 people tuning in. Representatives from each province developed an advocacy action plan to support temporary special measures, political party quotas and women candidates at the next election. The Minister for Community Development committed to promoting the introduction of temporary special measures with his parliamentary colleagues and to submit a petition to the National Executive Committee in response to recommendations presented to the department from each of the regional workshops.

**Women's voices, interests and needs are being recognised in government development planning, including in response to the COVID-19 pandemic.** During 2021, in partnership with the Autonomous Bougainville Government's Department of Community Development and the Bougainville Healthy Communities Program, the Women Make the Change project trained 28 Bougainville Healthy Communities Program trainers (five women and 23 men). These trainers went on to deliver training and awareness of gender equality, human rights, and gender-responsive and inclusive decision making to the Ward Steering Committee representatives of community governments across each of the 13 districts, reaching 1,404 ward representatives (533 women and 871 men) between July and December 2021. Similar training for elected Community Government Chairs and Deputy Chairs is planned during 2022, to build their capacity to effectively discharge their mandates that include women's voice and interests.

Through the new Women's Empowerment and Voice project, since July 2021, the Wide Bay Conservation Association has worked with the remaining seven (of 13) wards in the East Pomio District, East New Britain Province, to develop ward development plans in a participatory manner.<sup>12</sup> Wide Bay Conservation Association has ensured that women were actively involved, and the plans reflected the interests of women and young women, as well as men. The provincial and district administrations will use these plans to inform their own plans to guide development in these wards.

Voice for Change<sup>13</sup> has been recognised by the Jiwaka Provincial Administration as a technical expert on addressing gender-based violence to support the development of the Provincial Gender Based Violence Strategy, action plan and budget. Voice for Change has been asked by the Kudjip Local Level Government and South Whagi District to support their Ward Development Committee processes to increase women's representation and voice.

The Business Coalition for Women is a member of the National Skills Development Agency, an industry peak body set up to inform the Department of Higher Education, Science and Technology. The Business Coalition for Women lobbied successfully in 2021 for the establishment of a technical group sitting under all industry groups to ensure gender is considered in all industry curriculums, including institutions conducting training.

**Private sector companies are investing in women as leaders within their companies and organisations.** By March 2022, 47 organisations, 43 public sector agencies and three civil society groups had invested in women as supervisors, managers, and building the pipeline of and supporting women in senior executive roles. The Certificate IV in Leadership and Management remains in high demand. Since 2015, 253 women have graduated from the course developed by Papua New Guinean businesses to meet their needs. There are currently 20 women enrolled in the program. Another 33 women have completed the Senior Executive Women's Program, and 21 women have completed

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<sup>12</sup> Wide Bay Conservation Association is a local partner supported through the Women's Empowerment and Voice project.

<sup>13</sup> Voice for Change is a local partner supported through the Women's Empowerment and Voice project.

the PNG Directors Course. In 2021, the Business Coalition for Women piloted its new online Director Mentorship Program.<sup>14</sup> Eight mentors and eight mentees are participating in the pilot program.

### **There is increased women's leadership and influence in decision making at the community level, in local and national government and in the private sector**

*Pacific Women* investments built the skills and confidence of women to take up leadership roles and has created opportunities for women and girls to exercise leadership skills. Importantly, *Pacific Women* activities have generated evidence of increasing family and community support for women in leadership roles in their communities, in government as well as in the private sector.

**Women have skills and confidence to take up leadership roles.** *Pacific Women* has supported 3,684 women to take up leadership positions, including 163 since July 2021. As community activists, mobilisers and peer educators, women, young women and girls have been supported to organise, educate and advocate. They are actively advocating for: reduced violence against women; increased uptake of family planning and maternal health services; access to crisis support services; removal of legal barriers and an improved enabling environment for women's participation in the economy through policy reform; and women's representation in parliament. Women are leading human rights marches, working with peers, making recommendations, and petitioning parliament.

**Women taking on more responsibility and being promoted in the private sector.** In the most recent follow-up evaluation with 20 new graduates and their managers in late 2021, participants reported they had increased confidence, and improved communications, customer service and time management skills, and ability to implement innovative ideas. Managers reported three-quarters had improved their overall work performance and the majority had taken on increased responsibility. In previous follow-up surveys, 68 per cent received pay rises and almost half were promoted, and still others had taken on additional budgeting, strategy and/or staff supervision responsibilities.

**Women applying for and taking up leadership at community level.** Seven young women alumnae of the Voice for Change young women's leadership initiative have been appointed to Ward Development Committees. Many have led COVID-19 community awareness activities. Since July 2021, four young women alumnae have decided to stand for the next local level government elections planned for 2023 and will be supported to prepare their candidacy. This was also an outcome of the Young Women's Leadership Project in Bougainville. By 2018, after two years of the project, at least 36 young women participants had moved into leadership roles within their churches, wards, and the health and education sectors in their communities. Anecdotal reporting from the 2021 regional Women Human Rights Defender Forums indicates lots of trained women intended to compete in the 2021 community government elections.

**Young women and men are working together to influence social norms and increase safety in their communities, schools, and public spaces.** Young women and girls, working with young men and boys as peer advocates, are promoting non-violent conflict resolution within their families, communities and in schools. They are leading discussions on issues of gender-based and sorcery accusation-related violence, and promoting respectful relationships between girls and boys, and women and men. The *Sanap Wantaim* campaign advocates for safety for women and girls in public spaces. Its youth engagement sessions provide a safe space to discuss taboo topics regarding violence and sexual harassment. Young women and men who have participated in Gender-Based and Sorcery-Related Violence project initiatives, including the *Inap Nau!* youth-focused campaign and young Women Human Rights Defenders in Bougainville, have been recognised by their communities and now sit on the Peace Mediation Committees in their communities.

**Women have formed associations to increase their collective power to exert influence and negotiate their position and interests.** With *Pacific Women's* assistance, 20 Market Vendor Associations have been registered, with over 77 women executives and close to 4,500 (majority

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<sup>14</sup> The program is delivered in partnership with KPMG, Peopleconnexion, and In4net.

women) members. Through Market Vendor Associations, previously marginalised women vendors developed a collective identity and obtained a voice in market management for the first time. Association members report that, as a formalised association, they feel more confident that local authorities may listen to their issues and concerns.

### **Efforts to increase family and community support for women to take up leadership positions.**

Between March and November 2021, Women Make the Change profiled 66 women leaders from across the country to raise awareness on the value and importance of women's leadership at the national level. By December 2021, over 91,000 people had viewed women's profiles on social media and 3,825 people liked, shared or commented on posts. One of the women profiled, Lucy, shared that she had never received so much positive feedback and is now feeling more empowered by the training and positive feedback. She is now interested in contesting in the national elections. A temporary special measures toolkit and resources have been widely disseminated to women leaders to support grassroots advocacy. Ahead of the Bougainville elections in 2017, *Pacific Women* invested in voter education campaigns with communities on good leadership and governance, and the value and benefit of women as leaders. This project reached approximately 14.5 per cent of the population. Ahead of the 2020 Bougainville elections, a radio voter education series involving the Nazareth Centre for Rehabilitation promoted women's full, equal and meaningful participation in leadership and decision making in political and public life. The Bougainville electorate again elected one woman in an open seat, as well as voting for three regional seats reserved for women.

*Pacific Women* has evidence that there is more family and community support for women's leadership. In 82 per cent of villages in which women's groups delivered community development projects through the partially *Pacific Women*-funded Inclusive Development project, beneficiaries reported a significant positive change in their perception of the role of women in their community. The review of the CARE Coffee Village Savings and Loans Association pilot found increased acceptance of women as money managers and equal decision makers among association members' families and communities. The 2019 evaluation of the Young Women's Leadership project found young women's participation in the development of their communities leading to positive change has demonstrated their potential for leadership and is being recognised and supported by community members.<sup>15</sup>

### **Challenges to increased women's leadership and influence**

Reserved seats for women and quotas for political party-endorsed candidates will not be in place for the 2022 national election. Efforts to increase women's leadership and influence in decision making, especially in political representation, need to be part of a comprehensive approach that focuses on candidates, voters, and structural elements. These efforts need to be consistent over long periods of time.

*Pacific Women* has strong evidence of the capacity and willingness of women to take up leadership roles at different levels, including to contest elections. Social norms about the roles of women and men when it comes to public and political leadership are deeply entrenched. Willingness itself is unlikely to result in increased representation of women in district and national governments without a comprehensive and long-term approach. Structural, social, cultural and economic factors inhibit women from participating in elections equally and fairly – both as voters and candidates.

Partners report that the legislative requirement for parity at the community government level and reserved seats for women in the Bougainville Parliament has resulted in a more enabling environment for women contesting political leadership in Bougainville. It provides a raised platform on which to build broad community support for women in leadership roles, and to address the different expectations for women leaders and judgements of women as leaders compared with those made about men leaders.

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<sup>15</sup> Cousins, J. (2019). *Young Women's Leadership Project end of project evaluation*. International Women's Development Agency, 5–6. [https://pacificwomen.org/wp-content/uploads/2019/10/IWDA\\_BWF\\_YWLP\\_YWLP\\_Evaluation\\_2019.pdf](https://pacificwomen.org/wp-content/uploads/2019/10/IWDA_BWF_YWLP_YWLP_Evaluation_2019.pdf).

## 4.2 Women's Economic Empowerment



*Pacific Women* expanded opportunities for women to earn an income and accumulate economic assets. Women and their families increased financial literacy, budgeting and savings skills. Women have more access to business training and support to run businesses.



*Pacific Women* investments increased family and community understanding of the benefits of and support for women's power and decision making in relation to the generation and use of income and assets. Women have increased decision-making roles and power within their families and in businesses.



Public and private sector partners have adopted policies to enable women's economic empowerment and to improve safe working conditions for women. Government leaders are taking action to increase safe working conditions for women.

Despite the negative impacts of COVID-19 on women's ability to earn income, especially through informal markets throughout Papua New Guinea, progress was made in financial year 2021–2022 towards outcomes related to women's economic empowerment. Despite the constrained economic context, private sector companies continued to adopt and implement policies for safe and supportive workplaces. Communities have increased the number of Village Savings and Loans Associations that are providing financial returns to families. ***Pacific Women is on track to achieve its long-term outcome to increase economic opportunities for women.***

Challenges remain. The economic impacts of the past two years have hit hard for women in the informal sector and women entrepreneurs. Economic hardship increases tension within families and is expected to have increased the incidence of family and sexual violence. Families and young women are reporting increased tension relating to contributions towards family and community obligations and trying to reinvest limited resources in economically productive activities.

*Pacific Women* funded four projects that primarily contributed to achieving the Women's Economic Empowerment outcome in financial year 2021–2022.<sup>16</sup> In addition to these, another three projects incorporated financial literacy, promoting inclusive family-based shared decision making about economic resources, and business-related skills.<sup>17</sup>

### Women have increased economic opportunities and use them

The CARE Coffee, Family Farm Teams and *Kirapim Kaikai na Markt* projects each improved farming practices and helped farming families to diversify income sources. Evaluations from the Family Farm Teams and CARE Coffee projects both indicate families applying these practices increased their usual incomes. The Gender Justice and Healing project began its Women's Economic Empowerment pilot in two communities in September 2021 using the Family Farm Teams approach.

The CARE Coffee project team began an impact review of its Village Savings and Loans Associations pilots in November 2021. The savings and loans model has been piloted with coffee cooperatives in Eastern Highlands, Simbu, and Morobe Provinces since 2018. In 2020, members of Village Savings and Loans Associations reported increased numeracy and confidence in financial management, and indicated an emerging culture of savings among

Both the Neknasi Coffee Cooperative and Sosakako Coffee Cooperative expanded the number of Village Savings and Loans Association groups. By the end of 2021, the eight groups had a cumulative total savings of PGK240,201, which they shared among 214 members (149 women and 65 men).

<sup>16</sup> The four projects funded during 2021–2022 primarily focused on this outcome were: CARE Coffee (ceased direct implementation, focusing on project exit, evaluation, and reporting since July 2021); Business Coalition for Women; Entrepreneurial Ecosystem; and *Meri Buses* (funding ended September 2021).

<sup>17</sup> The three projects were Gender Justice and Healing, *Kommuniti Lukautim Ol Meri* and Mamayo projects.

members, enabling longer-term productive investments and increased income.<sup>18</sup> Early findings from the 2021 review show that, while some people pulled out of savings groups because they could not contribute, others were able to fulfil family goals they had set at the start of the savings cycle.

Young women alumnae of the Voice for Change young women's leadership initiative are using the skills and knowledge gained to access other economic opportunities. One young woman has set up a food bar and catering business, one a truck to resell coffee cherry, and another a mini printing shop. They have registered their small businesses with the Investment Promotion Authority.

In 2021, the *Kommuniti Lukautim Oi Meri* project worked with MiBank to establish an agent model to make banking (cash in/out) services more available to communities. Two agents (a woman and a man) were selected from each of the six project sites and trained. Since September 2021, the 12 agents have already helped 131 women and 43 men to open bank accounts.

Through 2021, the Entrepreneurial Ecosystem project continued to support Pacific Adventist University, the Institute of Business Studies (IBS) University, and University of Papua New Guinea to strengthen their entrepreneurship curriculum and pathways. Pacific Adventist University ran a five-day Company Directors Training and Compliance Workshop for 19 of their final year entrepreneurship students (including nine women) in September 2021. IBS University launched its Student Entrepreneurship Program in August 2020 with 13 students (including six women). The program provided students with access to a range of business-related training activities and to network with established business owners and professionals.

Four *Pacific Women* projects that provide support to survivors of violence, including sorcery accusation-related violence, also provide support to clients to help them start income-generating activities to sustain themselves and support their children.<sup>19</sup> *Femili* PNG has provided 173 clients with business start-up kits through its case management centres in Lae and Port Moresby since they opened. In 2021, Kafe Urban Settlers Women's Association (KUSWA) secured funding to set up a small-scale poultry project to be managed by circle members of the Konompi Community Healing and Rebuilding Program. The income will be used to build and maintain a safe house.

### Women exercise increased decision-making power in relation to their income and assets

CARE Coffee reviewed its Family Business Management Training in late 2021 to assess the effectiveness of the training modules and the adaptation of the model to a range of other development projects and contexts.<sup>20</sup> The review found that, the majority of former participants, male and female, in the four evaluation sites, reported positive shifts in all key outcome areas - sharing of workloads, couples making decisions together, shared access to income, as well as progress in implementing their household plans developed during the training. Both women and men reported that shared decision making, including in relation to income, has helped some families and couples to achieve greater mutual trust. Participants reported that working together as a farming team had increased their total income from coffee and led to better distribution and management of their income.

CARE adapted the Family Business Management Training into the *Mamayo* project's Family Training. During 2021, 140 community leaders and their extended families (72 women, 66 men and two men with disability) had completed these modules. Couples reported more sharing of domestic and farming workloads, improved respectful communication and less domestic violence following the

<sup>18</sup> Huxtable, J. (2020). *Sharing the harvest: Creating a gender-equitable coffee supply chain in Papua New Guinea Coffee Industry Support Project. End-of-Project Evaluation Phase 1 Report*. CARE International in Papua New Guinea, 14-15. [Unpublished].

<sup>19</sup> The four projects are: Gender-Based and Sorcery-Related Violence project, *Femili* PNG, Gender Justice and Healing, and *Bel isi* PNG.

<sup>20</sup> Robinson, R, and Gard, C. (2022). *Family Business Management Training: A Review*. CARE International in Papua New Guinea. [Unpublished]. Despite COVID-19 travel restrictions that impacted data collection, the project team visited two sites each in Morobe and Eastern Highlands Provinces holding discussions with 50 women and 44 men participants. This represents 10 per cent of the total number of sites, eight per cent of female participants and five per cent of male participants in Family Business Management Training since 2016.

training. Women reported being given the opportunity to effectively contribute to household decision-making changes within their households and communities.

### Women have increased access to safe working conditions

Businesses supported by the Business Coalition for Women are creating work environments that are supportive of staff and where violence, sexual harassment and the safety issues affecting women and men differently are taken into account. Each year, a growing number of businesses are introducing new policies and conducting regular staff training to support their Family and Sexual Violence Policies and Anti-Sexual Harassment Policies. By December 2021, it is estimated that at least 59 businesses or organisations have adopted policies or practices based on tools developed and provided by the Business Coalition for Women. Companies are not only making changes internally, they are also adding their voices on social media, at national summits, and by participating in ending violence against women campaigns to denounce family and sexual violence.

The *Bel isi* PNG Research project conducted with three major Papua New Guinean businesses found that when businesses implement policies to address family and sexual violence there is less acceptance of family and sexual violence, higher reporting of family and sexual violence and more helpful responses, and fewer days lost to the impacts of family and sexual violence. The Business Coalition is using these findings in their advocacy with both the private sector and government.

In response to member requests, a new Business Coalition for Women initiative is seeking to engage men as allies in gender equality through the facilitation of meaningful dialogue and to develop company-owned initiatives that support changing negative perceptions of women. The first men's group discussion was held with 33 men from Pacific Towing in October 2021.

The Jiwaka Provincial Administration committed PGK20,000 to Voice for Change to establish the Market Committees which included establishing community safety groups, and developing safety by-laws that focus on making markets safer for women and girls. The Jiwaka Member of Parliament also provided funding to support the launch of the safety by-laws in two Jiwaka markets.

Ginigoada continued to provide women with safe women-only public transport to and from markets with *Pacific Women* support from July to September 2021, although the service was severely reduced with only three buses running. In these three months, 5,739 passengers or an estimated 700 women and 94 girl students were assured of safe travel to and from work, school or the markets.<sup>21</sup>

### Challenges

Women's livelihoods have been disproportionately affected by the COVID-19 pandemic and women are experiencing unemployment and economic insecurity. Women overall earn less than men and are more likely to work in low-paying, informal and precarious work.<sup>22</sup> These findings are confirmed by partner reviews and surveys.

A survey of women entrepreneurs by the Women's Business Resource Centre in 2020 and 2021 found more than 80 per cent of women business owners reported reduced incomes.<sup>23</sup> Some members of Village Savings and Loans Associations reported that low incomes meant they could not make their regular contributions and had to leave the group. Voice for Change's young women alumnae reported not being able to reinvest profits into their businesses, because of increased expectations to contribute to family and community who had increasing needs.

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<sup>21</sup> The estimated number of women and students using the buses is based on each woman using the bus twice a day, three days a week, and each student using the bus twice a day, five days a week.

<sup>22</sup> *Pacific Women Support Unit. (2021). Thematic brief; Gender and COVID-19 in the Pacific – Gendered impacts and recommendations for response.* <https://pacificwomen.org/research/pacific-women-thematic-brief-gender-and-covid-19-in-the-pacific/>.

<sup>23</sup> Center for Private Enterprise. (July 2021). *Survey report: COVID-19's impact on women-owned and -operated MSMEs in Papua New Guinea.* <https://www.cipe.org/wp-content/uploads/2021/11/CIPE-PNG-2021-COVID19-Impact-Survey-Report.pdf>.

## 4.3 Violence Prevention and Response



*Pacific Women* investments have increased momentum for changing gender relations and norms. There is an increased understanding by families and communities of the impacts of violence against women. An increasing range of people, including parliamentarians, business leaders, young women and men, and community leaders, are acting to address family and sexual violence.



*Pacific Women* has expanded the availability and improved the quality of crisis support services for survivors of family and sexual violence and kept them open during lockdowns. Referral pathways for survivors, including of sorcery accusation-related violence, have been improved. Coordination between service providers is stronger.



*Pacific Women* partners have successfully advocated for key legislative and policy reforms to protect women and children and continue to support government and businesses to implement laws and policies.

Good progress was made in financial year 2021–2022 towards outcomes related to violence prevention and response. The significant contribution made through *Pacific Women* research and expertise to the Special Parliamentary Committee Inquiry on Gender-Based Violence and its continuing momentum in strengthening the national response to violence against women and children has lifted the assessment. ***Pacific Women* is on track to achieve its long-term outcome to strengthen the national response to violence against women and provided expanded support services.**

Although there is some momentum for improvement, the national response and coordination architecture remains weak. Government agencies mandated to respond to violence against women, and particularly to violence and abuse of children, are under-resourced. The COVID-19 pandemic has simultaneously increased demand for violence response and reproductive health services, and reduced the availability of crisis support services and redirected health resources. Research into the impact of COVID-19 on women in Papua New Guinea has identified that women's care and work burden has increased; access to gender-based violence (GBV) support and sexual and reproductive health services has reduced; women's economic status has been negatively affected; women and families without access to land and ability to grow crops to sell are more vulnerable; and those diagnosed with COVID-19 have faced intense stigma and discrimination.<sup>24 25</sup>

*Pacific Women* funded 13 projects that primarily contributed to achieving the Violence Prevention and Response outcome in financial year 2021–2022.<sup>26</sup> *Pacific Women* partners have continued to provide high-quality service delivery, training support and advocacy in difficult conditions. While COVID-19 severely limited the ability of projects to achieve many of their planned goals during the year, partners were proactive in pivoting project activities to address the challenges.

Local partners, including Equal Playing Field, Family for Change, *Femili* PNG, Highlands Women Human Rights Defenders Movement, Kafe Urban Settlers Women's Association, Kup Women for Peace, the Nazareth Centre for Rehabilitation, and Voice for Change, have been recognised by district, provincial and national government levels as leaders in violence prevention and response.

<sup>24</sup> United Nations Development Programme. (September 2020). *Socio-economic impact assessment of COVID-19 on Papua New Guinea*. [https://www.pg.undp.org/content/papua\\_new\\_guinea/en/home/library/socio-economic-impact-assessment-of-covid-19-on-papua-new-guinea.html](https://www.pg.undp.org/content/papua_new_guinea/en/home/library/socio-economic-impact-assessment-of-covid-19-on-papua-new-guinea.html).

<sup>25</sup> CARE. (July 2020). *PNG rapid gender analysis COVID-19: July 2020*. [Unpublished]. The PNG findings informed the published Pacific Regional analysis: CARE. (March 2020). *CARE Rapid Gender Analysis COVID-19 – Pacific Region*. <https://www.care.org.au/rapid-gender-analysis-covid-19/>.

<sup>26</sup> The 13 projects funded during 2021–2022 primarily focused on this outcome were: Gender-Based and Sorcery-Related Violence; *Femili* PNG; *Kommuniti Lukautim Oi Meri*; Gender Justice and Healing; *Mamayo*; *Kisim Femili Plenin*; *Bel isi* PNG; Safe Schools; COVID-19 Protection Project; Family Support Centres Project; United for Equality (started July 2021); and two projects that are intending to begin in the last quarter of financial year 2022.

## Family and community tolerance for violence against women is reduced

Within a context of high levels of family and sexual violence,<sup>27</sup> *Pacific Women* partners are helping communities to challenge and redefine damaging social norms and to obtain self-awareness and skills to personally reflect and change their own behaviour. There is strong evidence that tolerance of violence against women has reduced in the communities in which partners are working. This is evidenced by community and political leaders, youths, women and men who are speaking out, advocating for change, and taking action to reduce violence and increase harmony in their communities. It has been documented in multiple project evaluations and research since 2018.<sup>28</sup>

In Goroka, Lae, and Port Moresby, young women and men are active champions as part of the *Inap Nau!* and *Sanap Wantaim* campaigns.<sup>29</sup> Young men and women engaged in the *Inap Nau!* campaign are confidently speaking in public spaces on violence against women, human rights, referral support services for survivors of gender-based and sorcery accusation-related violence, as well as on COVID-19 prevention. The work of young advocates is being recognised and supported by local businesspeople and authorities. For example, an *Inap Nau!* campaign volunteer and Yamben Ward Councillor was awarded the Law and Justice portfolio in addition to his Infrastructure portfolio in recognition of his work with Family for Change and the Yamben Community members to create community by-laws in 2020.

Community members are individually and collectively taking action to prevent violence against women and to support women survivors of violence. Community leaders and counsellors trained by the Nazareth Centre for Rehabilitation are providing counselling in their home communities. Women Human Rights Defenders and male advocates have set up support groups and some are providing interim safe accommodation. In Bana District, trained male advocates are building a new Men's Hub to support their violence prevention advocacy and counselling.

As an active community leader, the *Mamayo* project sponsored Simon to attend Basic Counsellor Training by the Nazareth Centre for Rehabilitation, and Survivor Advocates Training by the Family and Sexual Violence Action Committee.

With the support of other community leaders and church elders in 2020, Simon opened a community counselling and safe house. He is supporting survivors of family and sexual and sorcery accusation-related violence, including issuing protection orders as a village court magistrate.

Voice for Change supported the North Whagi Family Safety Committee to meet requests from three markets to help them address law and order issues. Frequent fights between police and community members resulted in several killings, including three women. Voice for Change facilitated leaders' meetings with senior public servants, ward councillors and other community leaders to support the committee's efforts to mediate a resolution to the issues.

## Quality services that support survivors of family and sexual violence are adequately available and accessible across priority provinces

Partners continued to provide services, helped to establish new services and keep operational other services, and improved the quality and coordination of support services for survivors of violence. Since the program began, *Pacific Women* partners have provided crisis support services to 24,675 women and girls, including 3,602 women and girls between July–December 2021.

<sup>27</sup> The Demographic and Health Survey 2016–2018 included, for the first time, a domestic violence module of questions that surveyed a nationally representative sample of 4,873 women aged 15–49 years: 59 per cent of women had experienced physical or sexual violence and 25 per cent had experienced both physical and sexual violence in their lifetimes (p.292); 63 per cent of women who had been married reported experiencing violence from a spouse, with 54 per cent saying it had occurred within the 12 months prior to the survey (p.293). Statistics on acceptance of violence are from the National Statistical Office Papua New Guinea and ICF (2019).

<sup>28</sup> See references included above in footnotes **Error! Bookmark not defined.,Error! Bookmark not defined.,Error! Bookmark not defined.** and 6.

<sup>29</sup> The *Inap Nau!* (Enough) and *Sanap Wantaim* (Stand Together) campaigns are youth-led behaviour change campaigns under the Gender-Based and Sorcery-Related Violence and Safe Public Transport projects respectively.

*Pacific Women* partners providing crisis support services have remained open when others have closed or severely restricted operating capacity. Partners have adapted how they provide services to ensure they remain open throughout the COVID-19 pandemic. For example, *Bel isi* PNG accommodated all new safe house clients in paid accommodation until after they tested negative for COVID-19, and clients who tested positive already within the safe house were separated from those who tested negative. The Nazareth Centre for Rehabilitation reduced numbers in each safe house to meet COVID-safe protocols. It established safe houses in other facilities, including its training centre, to ensure the need for safe house services was met, and is almost finished constructing a new safe house facility in Chabai.

Through the Family Support Centre Project, FHI 360 has developed positive partnerships with seven Provincial Health Authorities and is working with them to address capacity and technical gaps to enable staff to provide essential services and effective referrals to survivors of violence in Family Support Centres. As a result of the project's gender-based violence readiness assessment and briefings with provincial health management staff, Boram Hospital in Wewak, East Sepik Province, established a dedicated Family Support Centre Clinic in September 2021. In the period July–December 2021, the seven Family Support Centres supported 364 survivors of gender-based violence, of whom 85 per cent were women or girls.

*Femili* PNG and *Bel isi* PNG both provide resources to other service provider partners to support their continued operation. In 2021–2022, *Femili* PNG has contributed PGK60,000 towards the construction and furnishing of a new safe house, due to open in Lae in May 2022. The Seventh Day Adventist Church will operate the safe house. *Femili* PNG will provide technical advice and ongoing mentoring support.

The COVID-19 Protection Project supported 23 safe houses in 2021–2022, up from 13 safe houses in the previous year. In 2021, UN Women provided each safe house with a laptop, mobile phone, modem and data credit to enable safe houses to maintain appropriate and confidential case records and improve efficiency in support and reporting. Additional funding enabled the *1-Tok Kaunselin helpim lain* to expand its operating hours to all day every day from November 2020 to March 2022. The helpline counsellors have supported at least 1,136 identified survivors of violence, and provided information on gender-based violence and referral services to even more callers since its expanded hours.

*Mamayo* is strengthening the health services in each of its target districts in Bougainville, Morobe, and Eastern Highlands. Almost all planned infrastructure work was completed in 2021. Health sub-centres now have clean running water, solar lights, and beds fitted in the labour wards. In Kunua Health Centre, Bougainville, the project replaced 60 floor posts to ensure that the structure remained upright, and built a ramp to increase the accessibility of services for people with disability and pregnant women.

### **The national response to violence against women and children is strengthened**

*Pacific Women* partners made significant contributions that informed the Special Parliamentary Committee Inquiry on Gender-Based Violence and strengthened government responses to both gender-based and sorcery accusation-related violence. Nine local *Pacific Women* partners presented and/or provided written submissions to the inquiry.<sup>30</sup> The submissions by local partners highlighted prevention strategies and the role of community-based organisations in contextualising prevention and responding to gender-based and sorcery accusation-related violence. The committee's

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<sup>30</sup> Denga Ilave from *Femili* PNG, Sister Lorraine Garasu from Nazareth Centre for Rehabilitation, Danielle Winfrey from *Bel isi* PNG, Lilly Be'Soer from Voice for Change, and Marcia Kalinoe from National Family and Sexual Violence Action Committee, each presented to the Committee. Written submissions were made by Equal Playing Field and *Sanap Wantaim* as part of a joint youth submission; Kafe Urban Settlers Women's Association and Kup Women for Peace in a joint submission; National Family and Sexual Violence Action Committee; Nazareth Centre for Rehabilitation; Voice for Change; and the *1-Tok Kaunselin Helpim Lain*. In addition, *Pacific Women*-funded research teams focused on Family Protection Orders and sorcery accusation-related violence provided written submissions to the inquiry.

recommendations, which were presented to national parliament on 12 August 2021, were clearly informed by these submissions.

Six of the parliamentary committee's recommendations were informed by the Interventions in Overcoming Sorcery Accusations-Related Violence research team's submission. The Kafe Urban Settlers Women's Association and Kup Women for Peace submission under the *Yumi Sanap Strong* banner informed the committee's recommendation to support community-based and non-government organisations and churches to undertake gender-based violence prevention activities through values-based education and awareness raising, including through activities that specifically promote behaviour change. The government committed to allocate PGK7.93 million in the 2022 national budget for the National Gender-Based Violence Secretariat to support response and prevention activities through the Department for Community Development and Religion. It is anticipated that these funds will be available for community-based organisations soon.

The committee referenced the work of Nazareth Centre for Rehabilitation five times in its report, as well as the Men's Hub and the schools-based program in particular. The report references Nazareth Centre concerns at the lack of government funding for safe houses and lack of legal protection for children who are survivors of violence.

Women Make the Change supports the Special Parliamentary Committee on Gender-Based Violence and the Coalition of Parliamentarians to End Gender-Based Violence, with a particular focus on the Temporary Special Measures legislation component of the committee's mandate.

**Pacific Women has strengthened partnerships with government and helped support government responses at national, provincial, district and local levels.** Partners are supporting the implementation of the National Gender-Based Violence Strategy, ensuring quality coordinated responses and referrals for survivors of violence. *Bel isi* PNG and the United for Equality project is supporting the National Capital District Commission to disseminate, implement and promote its Gender Based Violence Strategy. In December 2021, UN Women hosted a civil society organisation forum with the National Capital District co-hosting a side event focused on how Papua New Guinea is progressing towards the Sustainable Development Goals, specifically Goal 5: Gender Equality. On International Women's Day, UN Women and the National Capital District again partnered on a large-scale event linking gender equality and climate action.

## Challenges

The government's allocation of PGK7.93 million to respond to gender-based violence through the Department for Community Development and Religion in the 2022 national budget is promising. It is not the first time a budget has been allocated. An increased emphasis on building local partners' capacity to hold government to account for its effective spending is recommended in the new PNG Women Lead program. An ongoing and significant constraint reported by partners providing crisis support services is under-resourcing of government service providers to carry out their duties and provide timely services and support for survivors of family and sexual violence, especially to provide protection for child abuse survivors. Investments in effective violence prevention initiatives are more important than ever and *Pacific Women* partners have evidence of approaches that show strong promise, resulting in positive behaviour changes.

## 4.4 Enhanced Knowledge and Understanding



*Pacific Women's* research has contributed to increasing understanding of the causes and consequences of gender-based violence and sorcery accusation-related violence, and also drivers of gender transformative change in Papua New Guinea.



Research and evaluation have improved gender equality programming and policy within *Pacific Women* and by partners. Innovative approaches to empowering women, particularly through the family-based approaches and engaging with men have been tested and taken up by other investments and, in some cases, in other Pacific countries.



*Pacific Women* partners have developed, tested and widely disseminated toolkits, training manuals, communication posters, songs and other resources to promote behaviour change and a more gender-equal Papua New Guinea. These resources have been taken up by others.

The *Pacific Women* program has made a significant contribution to increasing knowledge of gender-based and sorcery accusation-related violence, and informing policy and practice, including in financial year 2021–2022. ***Pacific Women* is on track to achieve its long-term outcome to ensure enhanced knowledge and evidence informs policy and practice.**

*Pacific Women* funded three projects during 2021–2022 that primarily contributed to achieving the Enhanced Knowledge and Understanding outcome.<sup>31</sup> Demonstrating the importance of this outcome, 80 per cent of *Pacific Women* projects consistently collect and analyse data, and conduct formative research and/or evaluations to inform programming and policies.<sup>32</sup>

### Enhanced knowledge and evidence informs policy and practice

The Special Parliamentary Committee's six recommendations in relation to sorcery accusation-related violence incorporated the research data and detailed analysis presented in the submission by the Interventions in Overcoming Sorcery Accusation-Related Violence research team. This research has collated the most extensive database on sorcery accusation-related violence ever collected in Papua New Guinea. The research has increased the empirical understanding of the causes of violence resulting from sorcery accusations and what interventions work to reduce the violence and its impacts. The research team identified that while both women and men are accused and subjected to violence, the impact is higher on women than on men. Women are nearly twice as likely as men to die, and significantly more likely to sustain serious physical harm (other than death and permanent physical injury) and to be displaced from their homes. Based on their analysis, the team estimate that each month 12 people are killed and a further 14 suffer serious harm, including permanent injury, because of sorcery accusation-related violence across Papua New Guinea.<sup>33</sup>

In response to a committee recommendation, in March 2022, the parliament criminalised *glasman* and *glasmeri* (men and women who identify others as engaging in sorcery or witchcraft, or who themselves purport to engage in sorcery or witchcraft), addressing the role of *glasman* and *glasmeri* in sorcery accusation-related violence.

<sup>31</sup> The three projects during 2021–2022 primarily focused on this outcome were: Interventions in Overcoming Sorcery Accusation-Related Violence (finished February 2022); Communication Strategies for Social Change (finished March 2022); and *Bel isi* PNG Research (ongoing until March 2023). The *Bel isi* PNG Research project is funded by the Australian Government through the bilateral Economics sector budget. It is included in the *Pacific Women* reporting because the research is an integral part of the *Bel isi* PNG initiative.

<sup>32</sup> Investments in infrastructure, refurbishments and one-off events have been deducted from the calculations. This refers to 28 of the remaining 35 *Pacific Women* projects.

<sup>33</sup> *Submission on Ending Sorcery Accusation Related Violence (SARV) for PNG Special Parliamentary Committee on Gender-Based Violence, 30 June 2020*. All submissions to the committee are available at: <https://www.unitedforequalitypng.com/may-2021-gbv-inquiry>.

The sorcery research findings and recommendations have been widely disseminated through presentations in Papua New Guinea, Australia and internationally. They have been widely reported in both national English-language newspapers. The *Post-Courier* drew on materials and blog posts for their new regular segments on sorcery accusation-related violence.

During the Interventions in Overcoming Sorcery Accusations-Related Violence research project, the research team provided technical assistance to develop training for police and village court officials. In early 2020, the team drew on the experience of working on sorcery accusation-related violence to raise important communication and messaging considerations relating to the COVID-19 pandemic, to mitigate the risks of social disharmony and violence.<sup>34</sup>

Research team members worked closely with the UN Special Expert on People with Albinism and with other academics and this resulted in a special resolution on the harmful impacts of practices relating to manifestations of beliefs in witchcraft, including because of the COVID-19 pandemic in 2019 and 2020.<sup>35</sup> <sup>36</sup> The resolution was adopted by the UN Human Rights Council in July 2021.

New research measuring the benefits to businesses of addressing family and sexual violence was published in June 2021. The research, conducted by the International Finance Corporation in partnership with the Business Coalition for Women, involved three major companies in Papua New Guinea and examined not only the cost of family and sexual violence to businesses, but also the benefits to employers and employees when there are workplace responses. The research is being shared nationally through newsletters, regionally through blog posts, and internationally through podcasts. The Business Coalition for Women and *Bel isi* PNG managers are using the research findings of the correlation between a gender-balanced workforce, provision of workplace responses to family and sexual violence, and benefits to businesses and their employees, to advocate with existing and new businesses to address gender-based violence in their workplaces.<sup>37</sup>

The Women's Business Resource Centre surveys with women entrepreneurs in 2020 and 2021 have been the only surveys examining the impact of the COVID-19 pandemic on women-owned and operated businesses. The Bank of PNG drew on this data to inform its policy interventions in response to the impacts of shutdowns on micro, small and medium enterprises in 2021.

In 2021, research into the use and efficacy of Family Protection Orders in Papua New Guinea was released in a series of reports and accompanying videos.<sup>38</sup> Family Protection Orders are an important tool intended to prevent and reduce family and sexual violence without enforcing criminal sanctions. They are included in legislation across the Pacific, but there is limited research into their efficacy. The research was undertaken in seven locations – Arawa and Buka in Bougainville; Lae in Morobe Province; Minj in Jiwaka Province; Mt Hagen in Western Highlands Province; Popondetta in Oro Province; and the capital, Port Moresby.

The research found that while awareness of family protection orders is increasing, knowledge about the process involved is limited and the vast majority of applicants are women, usually against a male spouse. While more interim protection orders have been progressively issued since 2017, there is

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<sup>34</sup> Hukula, F., Forsyth, M., & Gibbs, P. (2020). The importance of messaging for COVID-19. What can we learn from messaging against sorcery accusation related violence? in *Papua New Guinea National Research Institute Blog*, 8 April 2020. <https://pngnri.org/index.php/blog/159-the-importance-of-messaging-for-covid-19-what-can-we-learn-from-messaging-against-sorcery-accusation-related-violence-2>.

<sup>35</sup> Forsyth, M., et al. (November 2020). *Concept note and preliminary data: In support of advocacy for the elimination of harmful practices: Accusations of witchcraft and ritual attacks*. <http://www.whrin.org/wp-content/uploads/2020/11/Final-Concept-Note-revised-4-November-2020.pdf>.

<sup>36</sup> Forsyth, M., Gibbs, P., & Hukula, F. (July 2020). *The COVID-19 pandemic and harmful practices impacting persons with albinism: Accusations of witchcraft and ritual attacks*. [https://www.ohchr.org/Documents/Issues/Albinism/COVID-19\\_and\\_Harmful\\_Practices.pdf](https://www.ohchr.org/Documents/Issues/Albinism/COVID-19_and_Harmful_Practices.pdf).

<sup>37</sup> International Finance Corporation. (2021). *Workplace responses to family and sexual violence in PNG: Measuring the business case*.

<sup>38</sup> Putt, J., & Kanan, L. (2021). *Family Protection Orders in Papua New Guinea*, Department of Pacific Affairs, Australian National University. <http://dpa.bellschool.anu.edu.au/experts-publications/publications/7977/family-protection-orders-papua-new-guinea-main-report>. Six videos from the research are available on: [https://www.youtube.com/playlist?list=PLV6RuTP9szr-vudxdICls\\_oAB8FAL25bc](https://www.youtube.com/playlist?list=PLV6RuTP9szr-vudxdICls_oAB8FAL25bc).

considerable variation in uptake across the provinces. One-third of applicants interviewed could not read or write, which highlights the critical role that local support services play in providing help to complete the application. The research also found that the majority (81 per cent) of applicants felt safer when an interim protection order was issued, and that the majority (70 per cent) of interim protection orders issued were complied with. However, there is a relatively low rate of converting interim protection orders to longer-term protection orders, which can be partly attributed to lack of knowledge of, and a slow and unresponsive, process. Together with two other Australian Government-funded studies on the investigation and prosecution of family and sexual violence offences and on family and sexual violence referral pathways, these studies provide valuable data and insights into the experience of survivors of violence and the needs of key institutions responsible for supporting survivors.<sup>39</sup>

**Good practices, successful approaches, tools and lessons demonstrated through *Pacific Women* have been taken up by local, national and international organisations and companies.**

Over the term of the program, *Pacific Women*'s research has contributed to increasing understanding of gender inequality and drivers of change. The research has informed *Pacific Women* partner designs, as well as the programming of other development partners' programming.<sup>40</sup> The Do No Harm Research findings resulted in an increased understanding of the importance of focusing on women's decision making and power in achieving economic empowerment.<sup>41</sup> Evaluating and documenting the impacts and process of the family-based approaches through the separate CARE Coffee and Family Farm Teams projects have provided evidence, tools, models and resources to achieve meaningful economic empowerment. For example, the Coffee Industry Corporation is incorporating CARE Coffee organisational strengthening modules into its curriculum and is setting up Village Savings and Loans Associations. CARE is adapting family-based management tools for use in women's leadership projects in Vanuatu.

The Australian Centre for International Agricultural Research is adapting the Family Farm Teams approach in projects working with churches and young people in Papua New Guinea and with women farmers in rural Solomon Islands. The regional Pacific Horticultural and Agricultural Market Access Plus project has also adopted the approach. The Family Farm Teams approach is being integrated into projects focused on improving nutrition across the seaweed food chain in Kiribati and Samoa.<sup>42</sup>

The Spotlight Initiative Papua New Guinea's design team drew extensively on research, project documentation and knowledge generated by *Pacific Women*.<sup>43</sup> The UNICEF Parenting for Child Development project, initially funded through *Pacific Women* (2016–2018) was continued by UNICEF with funding from other donors. UNICEF's 2021 evaluation of its continuing program (2018–2021) confirmed the pilot evaluation findings – that improving parents' knowledge and skills has led to reduced violence, abuse, and neglect of children. The 2021 evaluation also found the program contributed to the reduction in domestic violence and has strengthened communication skills.<sup>44</sup> The support obtained from other donors to continue this program and the findings of the latest evaluation

<sup>39</sup> The other two studies were commissioned by the Justice Services and Stability for Development program. See Putt, J., & Dinnen, S. (2020). *Reporting, investigating and prosecuting family and sexual violence offences in Papua New Guinea*. Department of Pacific Affairs, Australian National University. <http://dpa.bellschool.anu.edu.au/experts-publications/publications/7648/reporting-investigating-and-prosecuting-family-and-sexual>.

<sup>40</sup> For example, the International Fund for Agricultural Development's International Fund for Agricultural Development's Markets for Village Farmers and the World Bank's Papua New Guinea Agriculture Commercialisation Development projects.

<sup>41</sup> More information on the Do No Harm Research project is available in the *Pacific Women in Papua New Guinea Performance Report 2018–2019*. <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2018-2019/>.

<sup>42</sup> See the ACIAR website for information on new projects: Gender equitable agricultural extension through institutions and youth engagement in Papua New Guinea. <http://www.aciar.gov.au/project/SSS-2018-137>; and Improving agricultural development opportunities for female smallholders in rural Solomon Islands. <http://www.aciar.gov.au/project/SSS-2018-136>.

<sup>43</sup> The Spotlight Initiative is a global partnership between the European Union and the United Nations to address the root causes of violence against women and girls. It will invest PGK75 million in Papua New Guinea over three years (2020–2022) in activities across 11 provinces.

<sup>44</sup> Adorna, C., de los Angeles Bautista, F., & Nichols, T. (2021). *Evaluation of the UNICEF Parenting for Child Development (P4CD) Programme in Papua New Guinea [Pasin Bilong Lukautim Pikinini Gut]*, UNICEF. <https://evaluationreports.unicef.org/GetDocument?fileID=20537>.

are evidence of the value and sustainability of *Pacific Women* investments in trialling new approaches based on formative research, pilot and evaluation.

The Department for Community Development and Religion adopted the Market Vendor Association model developed in the Safe City project as the ‘voice strategy’ in the draft Informal Economy Strategy and updated draft legislation relating to the informal economy.<sup>45</sup> The ‘voice strategy’ provides a practical and formal means for those in the informal economy to engage in government decision making. The *Pacific Women*-funded Safe and Prosperous Districts project expanded the inclusive market governance approach in 2018, and the approach was subsequently further expanded to cover 10 provinces in 2020 through the Australian Government-funded Markets Economic Recovery and Inclusion program.

**Program learning, research and resources have been made widely available on websites and social media.** The *stopsorceryviolence.org* website has been substantially updated and has easy access to a range of resources – research findings, blog posts, videos, posters, key documents including the National Action Plan, relevant legislation, and links to other websites. By October 2021, there were over 38,000 visits to the website. The project developed new resources to assist teachers and parents to discuss with young people the issues around sorcery accusation-related violence. Resources including a teacher’s manual, and poster and colouring book related to children’s book and film of *Peter and Grace Make a Difference*, were launched and made available on the website in January 2022.<sup>46</sup>

The Women’s Business Resource Centre launched its *Haus Buk* (e-library) at the end of 2021 and has 316 materials available for the public to access, many of which are translated into *Tok Pisin*. The library includes information on safe business practice, small and medium enterprise government policies, and statutory requirements. The website is linked to the Women’s Business Resource Centre’s business support hotline.

Between August 2021 and February 2022, Queensland University of Technology-led researchers worked in partnership with *Kedu Seif Haus* from Milne Bay to adapt the Communicating the Law Toolkit to suit the context and experience of witchcraft and sorcery accusations and violence in Milne Bay. *Kedu Seif Haus* staff are now using the toolkit with community groups.

In the final months of *Pacific Women*’s duration, five projects are finalising evaluations, endline surveys or reviews of specific project components. These evaluations will build on the extensive body that has already been produced. The *Pacific Women* Support Unit is working to ensure these resources will remain easy to access through the *Tok Save* Gender research portal and potentially other government-managed websites.

**Local partners have strengthened their monitoring, reporting and administrative systems, enabling them to secure additional funding.** Local partners’ expertise is being recognised by government and international donors, with some receiving additional grant funding. KUSWA has received funding from the European Union. With Oxfam and Queensland University of Technology support, KUSWA, Kup Women for Peace, and Highlands Women Human Rights Defenders Movement, secured Spotlight funding to support operational and/or community engagement program implementation.

The institutional and organisational capacity building support over a long period of time has enabled KUSWA to meet the different reporting requirements of multiple donors. KUSWA is now able to capture its monitoring, evaluation and learning reports in the prevention database. It is also using the tools developed with Oxfam and partners in 2018 to capture prevention and crisis service activity implementation, and using the data for advocacy and influencing of duty bearers.

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<sup>45</sup> More information on the Safe City project is available in the *Pacific Women* in Papua New Guinea Performance Report 2019–2020 at <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2019-2020/>.

<sup>46</sup> The resources can be accessed at <http://www.stopsorceryviolence.org/peter-and-grace-make-a-difference/>.

## 5 Finances

### 5.1 Finance lessons from *Pacific Women*

*Pacific Women's* 10-year timeframe and partnership approach provided the time to build relationships of trust between local and international organisations, and the financial resources needed to improve partners' technical and operational capacity. *Pacific Women* has supported the development of knowledge and approaches that are locally-driven and relevant to Papua New Guinean culture and contexts.

Long-term funding enabled partners to better understand and address the needs of vulnerable women. Organisations were able to work incrementally in different areas and on complex themes.<sup>47</sup> Of the 48 projects that were not related to infrastructure, equipment or events, *Pacific Women* supported over one-third for four years or more and 60 per cent were funded for more than three years.

Multi-year core funding provided at least eight local organisations and initiatives time to mature, promoting their long-term viability and the sustainability of capacity development. Local partners have been able to address technical, staffing and organisational gaps, while testing and improving and expanding service delivery. In many cases, increased visibility and stronger organisational systems have attracted other donor funding.

Multi-year and core funding have also contributed to an environment enabling collaboration – reduced funding competition supports the open sharing of resources and expertise between organisations. Core funding is vital to supporting the long-term gains of local implementing partners.<sup>48</sup>

The Support Unit proved to be an excellent value for money mechanism to support and adapt program resourcing. In Papua New Guinea, the Support Unit directly managed an increasing proportion of funding, from 28.5 per cent in financial year 2015–2016 to 83.7 per cent in financial year 2021–2022. In 2021–2022, the Support Unit managed 19 of 24 grants with implementing partners.<sup>49</sup> It also assisted with day-to-day management and consolidated reporting for all *Pacific Women* activities in Papua New Guinea, to promote coherent, consistent and strategic implementation of the program overall. Since January 2020, the Support Unit has been led by local Papua New Guinean Country Managers.

### 5.2 Commitment to support gender equality

Through the Papua New Guinea–Australia Partnership, the Australian Government has committed an investment of AUD116.77 million for *Pacific Women* program implementation in Papua New Guinea from August 2012, to 30 June 2022. This includes *Pacific Women* Papua New Guinea bilateral funding of AUD99.517 million (85 per cent) and an additional AUD17.26 million (15 per cent) from other Australian Government funding sources. Of this, AUD3.2 million is from other Papua New Guinea bilateral funding sources, AUD4.46 million is from the *Pacific Women* regional program, and AUD9.6 million is from the DFAT's Gender Equality Fund.

<sup>47</sup> Pacific Women Shaping Pacific Development. (2020). *Six-year evaluation report and management response*. Department of Foreign Affairs and Trade, vi–vii, 26. <https://www.dfat.gov.au/publications/development/pacific-women-shaping-pacific-development-six-year-evaluation-report-and-management-response>.

<sup>48</sup> See Recommendation 1 in Office of Development Effectiveness. (2019). *Ending violence against women and girls: Evaluating a decade of Australia's development assistance*. Department of Foreign Affairs and Trade, 3–4. <https://dfat.gov.au/aid/how-we-measure-performance/ode/strategic-evaluations/Documents/evawg-final-report-nov-19.pdf>.

<sup>49</sup> The number of grants includes two new initiatives entered into in the last quarter of financial year 2021–2022.

The financials presented in this section provide information on expenditure since *Pacific Women* commenced in financial year 2012–2013, with specific information on FY 2021–2022. The figures for FY 2021–2022 are projections based on latest forecasts to end of June 2022.

Many projects work across more than one of *Pacific Women's* four outcomes. For financial reporting purposes, each project is categorised according to its outcome of primary focus. The proportion of funding for the Enhanced Knowledge and Understanding outcome covers research-focused activities, as well as monitoring and evaluation, capacity building, and learning initiatives managed by the Support Unit. The *Pacific Women* regional program funded most of the administrative operations of the Support Unit, including most staff costs and management fees. These costs are not included within these Papua New Guinea expenditure figures.

Table 1 summarises *Pacific Women* commitments in Papua New Guinea since the program was launched in August 2012. The table includes all activities included in Annex 1.

**Table 1** *Pacific Women* contracted commitments through the First (2012–2014), Second (2014–2019) and Third (2019–2022) Papua New Guinea Country Plans

	Number of activities	Bilateral funding (AUD million)	Additional funding (AUD million)	Value (AUD million)	% Total commitment
Women's Leadership and Influence	11	12.049	3.039	15.088	13%
Women's Economic Empowerment	9	18.965	1.885	20.857	18%
Violence Prevention and Response	27	60.047	10.875	70.922	61%
Enhanced Knowledge and Understanding	9	5.816	1.458	7.274	6%
Administration and Management	–	2.642	–	2.642	2%
<b>Total</b>	<b>56</b>	<b>99.517</b>	<b>17.257</b>	<b>116.774</b>	<b>100%</b>
Per cent total commitment	–	85.2%	14.8%	–	100%

In addition to the contracted commitments and projected expenditure to 30 June 2022, AUD2.8 million has been provisionally committed for grants that have end dates beyond 30 June 2022.

**Over AUD14.76 million of bilateral funding has been committed to activities operating in Bougainville.**

**In the financial year 2021–2022, the Australian Government contribution to the *Pacific Women* in Papua New Guinea program is projected to be AUD10.3 million.**

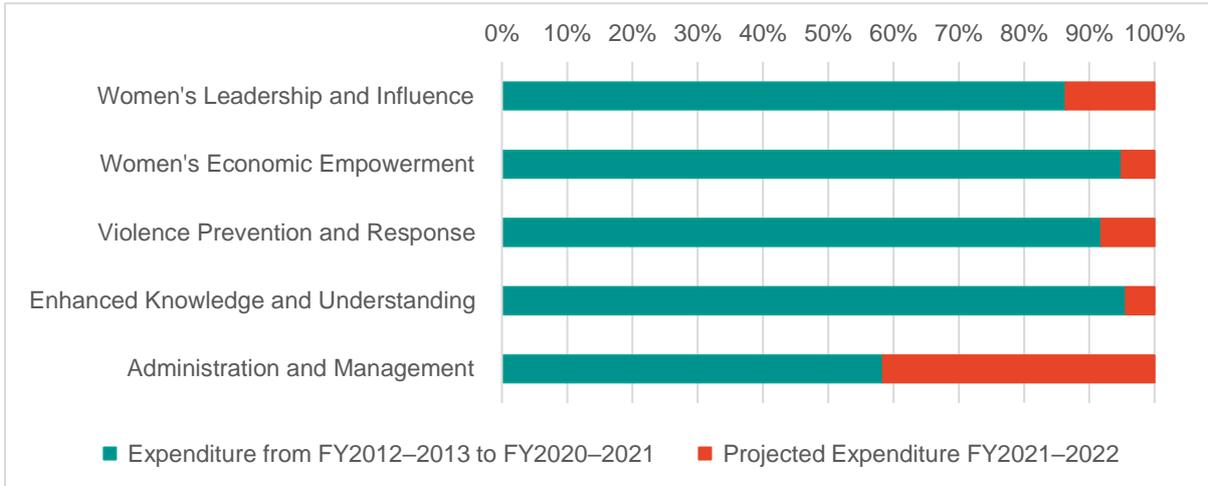
This comprises:

- AUD2,058,010 (20 per cent) on Women's Leadership and Influence.
- AUD1,047,594 (10 per cent) on Women's Economic Empowerment.
- AUD5,783,647 (56 per cent) on Violence Prevention and Response.
- AUD318,310 (3 per cent) on Enhanced Knowledge and Understanding.
- AUD1,099,568 (11 per cent) on Administration and Management.

Figure 1 illustrates the distribution of total program expenditure by *Pacific Women's* four outcomes and administration and program support, including projected expenditure to the end of financial year 2021–2022, and actual expenditure of the program up to the most recently completed financial year (2012–2013 to 2020–2021).

**Figure 1: Comparative expenditure by outcome since 2012**

Distribution of program expenditure by outcomes and administration and program support, projected during 2021–2022, and for the period 2012–2013 to 2020–2021.



## Annex 1 Funded Projects

The following table indicates the status of projects in Papua New Guinea as of 30 June 2022. Projects, which can have detailed descriptive names, naturally attract shorthand names that are used by project partners and stakeholders. The shorthand names used in this report are identified in the table below in bold.

Project Name	Partner	Description	Timeframe
<b>Women's Leadership and Influence (11 projects)</b>			
Project to Strengthen PNG's Parliaments	United Nations Development Programme	Supports members of the national parliament and those of the Autonomous Bougainville Government and key Parliamentary Service staff to promote more inclusive, accountable, transparent and equitable development for all.	2022–2023
<b>Creative Approaches for Impact</b> in International Development	Queensland University for Technology	Delivered in partnership with the Women Make the Change project. Supporting the communication strategy to amplify and deliver impact through creative approaches for women's leadership, including candidates in the upcoming 2022 national general election.	2021–2022 (completed)
<b>Women's Empowerment and Voice</b> for Equal Rights in Papua New Guinea	International Women's Development Agency; Wide Bay Conservation Association; and Voice for Change	Expanding women's voices and leadership and supporting local research into issues important to Papua New Guinean women.	2021–2023
<b>Women Make the Change:</b> Increased Voice for Women in Political Processes	UN Women	Supporting women to fully and effectively participate in and have equal opportunities for leadership at all levels of decision making in political and public life.	2019–2022
Papua New Guinea <b>Women and Extractives</b>	<i>Pacific Women</i> Support Unit	A public-private partnership with Frieda River Limited. Improving the representation and participation of women in negotiating mining development agreements and achieving better economic and broader empowerment outcomes for women.	2017–2020 (completed)
<b>Women in Leadership Support</b> Program <sup>50</sup>	Department of Pacific Affairs, Australian National University	Improving 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.	2016–2022 (completed)
Women's Forum	United States Embassy in Papua New Guinea, with the Department for Community Development and Religion	Bringing together annually women in leadership roles in government, the public service, the private sector, community and churches, together with men supportive of gender equality.	2016–2019 (completed)
Young Women's Leadership Project	International Women's Development Agency; Bougainville Women's Federation	Increased young women's leadership effectiveness and provided a safe space in which they could engage and support each other.	2016–2018 (completed)
<b>Voter Education</b> in Bougainville	International Women's Development Agency; Bougainville Women's Federation	Provided education on voting rights and responsibilities and on governance and leadership to women and men across Bougainville.	2016–2017 (completed)
<b>Inclusive Development</b> in Post-conflict Bougainville	World Bank	Increased women's decision making and influence at community level and improve social development through community-driven development projects.	2015–2018 (completed)
Increased Women's Representation in Local Government	Centre for Democratic Institutions	Support to increase women's representation at the 2013 local government elections through training for prospective candidates, developing a media	2013 (completed)

<sup>50</sup> This program was moved for operational reasons into a new grant in 2022.

Project Name	Partner	Description	Timeframe
		information and talkback radio campaign, and compiling a register of candidates.	
<b>Women's Economic Empowerment (9 projects)</b>			
Safe Public Transport – <b>Meri Buses</b> in Port Moresby and Lae	Ginigoada Foundation	Promoting greater safety, reducing fear and increasing mobility for women and girls accessing public transport in Port Moresby and Lae.	2018–2021 (completed)
<b>Safe and Prosperous Districts: Linking Communities to Markets for Secure Livelihoods</b>	UN Women	Designed ways to improve women's ability to earn and control income in safe, prosperous markets through improving transport safety and efficiency, so that women and girls can access markets and other essential services like health and education, without fear of violence.	2018–2020 (completed)
Financial Literacy Training for Women and Men in Yangoru-Saussia District	Asian Development Bank, Microfinance Expansion Project	Delivered financial literacy modules on budgeting and savings to almost 8,000 women and over 7,000 men in the Yangoru-Saussia District.	2017 (completed)
<i>Kirapim Kaikai na Markt</i>	Community Development Workers Association Inc.	Enabling women from the Tsak Valley, Enga Province, to increase food production resilience, so they can reliably produce a surplus, market through a network of women's associations, and increase their income.	2016–2020 (completed)
Creating an <b>Entrepreneurial Ecosystem</b> for Women in Papua New Guinea	Center for International Private Enterprise; the Difference Incubator	Establishing a Women's Business Resource Centre in Port Moresby. Helping women to start and successfully manage their own businesses. Working with four local universities to incorporate 'entrepreneurship' into the curriculums and to develop stronger policy engagement in lobbying for women's economic empowerment.	2015–2022
Increasing Economic Opportunities for Women Smallholders and Their Families ( <b>Family Farm Teams</b> )	University of Canberra	Enhancing the economic development of women farmers by building their agricultural and business skills and knowledge through an action research and development approach. Increased family income through better farm business practices in which women have a significant role as decision makers.	2015–2019 (completed)
WECREATE Challenge	GriffinWorx (Abt PNG Management Services)	Delivered entrepreneurship training and an accelerator program through a business model competition for emerging women entrepreneurs. Increased the connections and skills women need to establish successful companies in their local communities.	2015–2017 (completed)
Strengthening Business Coalitions for Women and Economic Empowerment Partnership with the Private Sector	<b>Business Coalition for Women</b> , originally through International Finance Corporation	Helping the private sector recruit, retain and promote women as employees, leaders, customers and business partners.	2014–2022
Coffee Industry Support Project ( <b>CARE Coffee</b> )	CARE International in Papua New Guinea	Supporting coffee industry stakeholders to mainstream gender equity in their policies, practices and approaches. Increasing women's access to extension services and improving farming families' business management, with women and men benefiting from coffee production and income.	2013–2022 (completed)
<b>Violence Prevention and Response (27 projects)</b>			
Protection of Civilians and Respect for the Law	International Committee of the Red Cross	Addressing a multidisciplinary response to sexual violence victims and survivors in relation to tribal fighting. Supporting ICRC's operations in PNG to vulnerable communities affected by COVID-19 and tribal violence in Enga, Hela and Southern Highlands.	2022–2023
Now is the Time: <b>United for Equality</b> and an End to Gender-Based Violence	UN Women	Continues support to the National Capital District Commission and Lae City Authority to design and implement policies and plans to promote safe and universally accessible public spaces for women and girls, which are free from harassment, exploitation, and abuse.	2021–2022
Scaling Up Technical Assistance to <b>Family</b>	FHI 360	Providing technical, financial and advocacy support to seven Provincial Health Authorities to improve	2021–2022

Project Name	Partner	Description	Timeframe
<b>Support Centres Project</b>		the capacity of Family Support Centres to provide essential services to survivors of violence.	
Protection for Women and Girls During the COVID-19 Emergency ( <b>COVID-19 Protection Project</b> )	UN Women	Ensuring that the protection of women, children and vulnerable populations – and the gendered implications of COVID-19 – are priority considerations as part of the response and recovery planning.	2020–2022 (completed)
Pacific Girl – <b>Safe Schools</b> , Strong Communities Project	Equal Playing Field	Seeking to reduce violence by educating girls and boys in schools and working with teachers about respectful relationships, using sport as an entry point and through establishing Safe Schools Frameworks in Papua New Guinea.	2019–2022
Improving Services and Inspiring Leadership to Address Family and Sexual Violence in Port Moresby ( <b>Bel isi PNG</b> )	Oil Search Foundation	Changing attitudes towards family and sexual violence and improving services for survivors of violence through a public-private partnership.	2018–2023
<i>Mamayo</i>	CARE International in Papua New Guinea	Enhancing family and community support for women's access to reproductive and maternal health and greater participation in economic opportunities and benefits.	2018–2022 (completed)
<b>Kisim Femili Plenin</b> <i>Strongim Kommuniti</i>	FHI 360	Increasing knowledge, acceptance and supply of family planning services, especially for adolescent girls and unmarried women in Aitape-Lumi District, West Sepik Province, and Maprik District, East Sepik Province.	2018–2021 (completed)
<b>Safe Public Transport</b> for Women, Girls and Children	UN Women with Ginigoada Foundation	Supporting the provision of safe, reliable and affordable public transport that enables women, girls and children to move freely and safely around Port Moresby and through the youth-led behaviour change campaign, <i>Sanap Wantaim</i> .	2015–2021 (completed)
<i>Gutpela Sindaun bilong ol Meri na Pikinini</i>	UN Women in partnership with UNICEF and UNFPA	The coordinated response to the humanitarian crisis in Hela and the Southern Highlands following earthquakes in February and March 2018. Provided women and children with access to support and protection during the disaster response. Promoted women's voices and leadership during the relief period.	2018 (completed)
Establishment of Family Support Centres in Arawa Hospital, Bougainville, and Daru Hospital, Western Province	Health and Education Procurement Facility; Health and HIV Implementation Services Provider	Expanded the number of Family Support Centres to include Arawa in the Autonomous Region of Bougainville and Daru in Western Province, in support of the National Department of Health's commitment to improve the response to family and sexual violence. Complemented infrastructure upgrades funded under the Papua New Guinea–Australia Partnership.	2016–2018 (completed)
Refurbishment of Lifeline Office	Health and Education Procurement Facility	Refurbished the Lifeline office to enable Lifeline to provide counselling support to survivors of violence.	2016–2017 (completed)
Support to Family Support Centres and Health Clinics in Southern Highlands	International Committee of the Red Cross	Provided medical equipment to eight health centres to assist women survivors of violence.	2016–2017 (completed)
Construction of Koki Market Transit Centre	Health and Education Procurement Facility	Constructed a transit centre and made other market upgrades to increase the safety of market vendors who stay overnight to sell their produce.	2016–2017 (completed)
From Gender-Based Violence to <b>Gender Justice and Healing</b> in Bougainville	International Women's Development Agency; Nazareth Centre for Rehabilitation	Supporting Bougainville Women Human Rights Defenders to lead responses to, and prevention of, family and sexual violence with government and communities. Enabling women and men to prevent family and sexual violence at community level by promoting shared power and decision making between women and men.	2015–2023
Creating a Movement to End Violence against Women and Girls in Papua New Guinea: The <b>SASA! Pilot</b> and <b>Family Support</b>	Population Services International	Supporting the internal and community referrals to the Port Moresby General Hospital's Family Support Centre. Piloting SASA!, a primary prevention model designed to catalyse community-led change in harmful norms and behaviours that perpetuate gender inequality, violence, and increased HIV vulnerability for women.	2015–2020 (completed)

Project Name	Partner	Description	Timeframe
<b>Centre Assistance Project</b>			
<i>Kommuniti Lukautim Oi Meri</i>	FHI 360	Reducing the level of violence against women and girls and supporting survivors of violence in selected communities in West Sepik, East Sepik, and Western Highlands Provinces, through strengthened community systems and service delivery.	2015–2021 (completed)
Parenting for Child Development	UNICEF and Menzies School of Health Research; Catholic Archdioceses	Supported parents to understand their children's development needs. Enhanced improved family relationships, parenting competencies and reduced the risk of exposure of girls, boys and women to family violence in targeted communities.	2015–2018 (completed)
End Violence against Children Campaign	UNICEF	Increased awareness and commitment by families, communities and children to take individual and collective action to respond to and prevent violence against children.	2015–2018 (completed)
Support to the Family Support Centre in Port Moresby	Port Moresby General Hospital	Rebuilt the Family Support Centre at Port Moresby General Hospital in accordance with the Family Support Centre guidelines. Provided a car to transport survivors safely.	2015–2017 (completed)
Highlands Sexual, Reproductive and Maternal Health	CARE International in Papua New Guinea	Piloted women's empowerment approaches to create community-wide demand for sexual, reproductive and maternal health support and to increase the availability and accessibility of these services, including family and sexual violence support.	2015–2017 (completed)
Family and Sexual Violence Case Management: Building on Success for National Impact	<b>Femili PNG</b>	Supporting a local non-government organisation to establish and manage a Case Management Centre in Lae, Morobe. Supporting survivors of violence to access emergency medical care and emergency shelter of an adequate duration and standard, access the provided counselling support, and obtain police, legal and social services, if requested.	2014–2022
Responding to <b>Gender-Based and Sorcery-Related Violence</b> in the Highlands	Oxfam in Papua New Guinea	Responding to sorcery-related accusations and violence by providing repatriation and reintegration support and crisis services for survivors of gender-based violence. Implemented through Oxfam partners: Kafe Urban Settlers Women's Association, Highlands Women Human Rights Defenders Network, and Family for Change.	2014–2022
Building the Capacity of Papua New Guinea's Family and Sexual Violence Action Committee (FSVAC)	National Secretariat of the Family and Sexual Violence Action Committee through the Institute of National Affairs	Strengthening the Family and Sexual Violence Action Committee to deliver its mandate of developing policy, influencing and monitoring government decision making related to the problems associated with family and sexual violence, and to develop concrete ways of addressing them.	2014–2020 (completed)
Support for <b>Strengthening National Coordination</b> , Implementation and Monitoring Mechanism to Prevent and Respond to Family and Sexual Violence	United Nations Development Programme	Supported 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.	2014–2019 (completed)
More Support Services for Women Survivors of Violence	Eastern Highlands Provincial Health Authority	Strengthened the governance and operations of the Eastern Highlands Family Support Centre to provide high-quality crisis services to survivors of violence.	2014–2015 (completed)
Port Moresby: A <b>Safe City</b> for Women and Girls Program	UN Women	A founding program of UN Women's Safe Cities and Safe Public Spaces Global Flagship Initiative. Promoting women's and girls' safety within the city markets and public spaces. Encouraging referral services for survivors of gender-based violence.	2013–2019 (completed)

Project Name	Partner	Description	Timeframe
<b>Enhanced Knowledge and Understanding (9 projects)</b>			
<i>Bel isi</i> PNG: Measuring the Business Case ( <b>Bel isi PNG Research</b> )	International Finance Corporation	Measuring the benefits to both employees and employers when companies put measures in place to support employees affected by family and sexual violence. The study works with three major companies, all of which are <i>Bel isi</i> PNG subscribers.	2020–2023
A Study of the Use and Efficacy of Protection Orders as a Key Response to Domestic and Family Violence ( <b>Family Protection Order Research</b> )	Department of Pacific Affairs, Australian National University	Investigating the expectations, use and efficacy of Family Protection Orders since the introduction of the <i>Family Protection Act 2013</i> .	2019–2020 (completed)
Research Training Program	Department of Pacific Affairs, Australian National University	Building the research skills of organisations and practitioners who are researching approaches to address gender inequality in Papua New Guinea.	2017–2021 (completed)
Improving the Impact of State and Non-State Interventions for Social Change against Sorcery Accusation-Related Violence	School of Regulation and Global Governance (RegNet), Australian National University	Identifying what is currently being done to address the problem of sorcery accusation-related violence and how responses can be improved.	2016–2022 (completed)
Developing Communication Strategies for Social Change against Sorcery Accusation-Related Violence	Queensland University of Technology; Centre for Social and Creative Media at the University of Goroka	Integrating communication for social change and audio-visual media approaches in the development of communication strategies. Supporting attitudinal and behavioural change through developing material that is contextually relevant.	2016–2022 (completed)
<b>The Last Taboo: Research</b> on Managing Menstruation in the Pacific	Burnet Institute; WaterAid; International Women's Development Agency	Researched barriers to women's and girls' effective menstrual management and potential impacts on their participation in education and income generation in Fiji, Papua New Guinea, and Solomon Islands.	2016–2017 (completed)
Gender-differentiated Labour Allocation in Agriculture in Papua New Guinea: <b>Time-Use Survey</b>	World Bank Group	Studied how to improve the value households derive from coffee and cocoa, which will in turn maximise the overall value to the industry and the country.	2016–2018 (completed)
Do No Harm: Understanding the Relationship between Women's Economic Empowerment and Violence against Women in Melanesia ( <b>Do No Harm Research</b> )	International Women's Development Agency; Department of Pacific Affairs, Australian National University	Researched how to support women's economic advancement without increasing their exposure to violence in Papua New Guinea and Solomon Islands. Developed guidelines for women's economic empowerment programs.	2014–2018 (completed)
Research on Women's Leadership and Decision-Making in the Pacific	Department of Pacific Affairs, Australian National University	Conducted research to identify success factors and pathways to women's leadership and decision making at political and community levels across the Pacific.	2013–2016 (completed)

## Annex 2 Projects Operating in Each Province or Region

**Key:** Unshaded Activities have an end date beyond 30 June 2022      Shaded Activities finish by 30 June 2022

Outcome by Province/Region	Activity Title and Partner
<b>Autonomous Region of Bougainville (20 projects: 3 ongoing, 17 completed)</b>	
Women's Leadership and Influence	Project to Strengthen PNG's Parliaments (UNDP)
	Women Make the Change (UN Women)
	Women in Leadership Support (Australian National University)
	Creative Approaches for Impact (Queensland University of Technology)
	Inclusive Development (World Bank)
	Young Women's Leadership (IWDA/Bougainville Women's Federation)
	Voter Education (IWDA/Bougainville Women's Federation)
Women's Economic Empowerment	Business Coalition for Women (Business Coalition for Women)
	Family Farm Teams (University of Canberra)
Violence Prevention and Response	Gender Justice and Healing (IWDA/Nazareth Centre for Rehabilitation)
	<i>Mamayo</i> (CARE International in Papua New Guinea)
	Family Support Centres Project (FHI 360)
	Establishment of Family Support Centres at Arawa and Daru Hospitals (Health Program)
	End Violence against Children Campaign (UNICEF)
Enhanced Knowledge and Understanding	Communication Strategies for Social Change (Queensland University of Technology)
	Interventions in Overcoming Sorcery Accusations-Related Violence (Australian National University)
	Family Protection Order Research (Australian National University)
	Do No Harm Research (Australian National University)
	Time-Use Survey (World Bank)
	The Last Taboo Research (Burnet Institute/WaterAid/IWDA)
<b>Central Province (2 projects: 2 completed)</b>	
Women's Economic Empowerment	WECREATE Challenge (GriffinWorx)
Violence Prevention and Response	Family Support Centre Assistance Project (2015–2018) (Population Services International)
<b>East New Britain Province (7 projects: 3 ongoing, 4 completed)</b>	
Women's Leadership and Influence	Women Make the Change (UN Women)
	Women's Empowerment and Voice (International Women's Development Agency)
	Creative Approaches for Impact (Queensland University of Technology)
Women's Economic Empowerment	Entrepreneurial Ecosystem (Center for International Private Enterprise)
Violence Prevention and Response	COVID-19 Protection Project (UN Women)
	Strengthening National Coordination (UNDP)
Enhanced Knowledge and Understanding	Time-Use Survey (World Bank)
<b>East Sepik Province (10 projects: 1 ongoing, 9 completed)</b>	
Women's Leadership and Influence	Women Make the Change (UN Women)

Outcome by Province/Region	Activity Title and Partner
	Creative Approaches for Impact (Queensland University of Technology)
	Women and Extractives ( <i>Pacific Women</i> Support Unit)
Women's Economic Empowerment	Safe and Prosperous Districts (UN Women)
	Financial Literacy Training for Women and Men in Yangoru-Saussia District (Asian Development Bank)
Violence Prevention and Response	Gender-Based and Sorcery-Related Violence in the Highlands (Oxfam)
	<i>Kommuniti Lukautim Ol Meri</i> (FHI 360)
	COVID-19 Protection Project (UN Women)
	Family Support Centres Project (FHI 360)
	<i>Kisim Femili Plenin</i> (FHI 360)
<b>Eastern Highlands Province (13 projects: 13 completed)</b>	
Women's Leadership and Influence	Women's Forum (Center for International Private Enterprise)
	Increased Women's Representation in Local Government (Centre for Democratic Institutions)
Women's Economic Empowerment	CARE Coffee (CARE International in Papua New Guinea)
	<i>Kirapim Kaikai na Markt</i> (Community Development Workers Association Inc.)
	Family Farm Teams (University of Canberra)
Violence Prevention and Response	Gender-Based and Sorcery-Related Violence in the Highlands (Oxfam)
	<i>Mamayo</i> (CARE International in Papua New Guinea)
	COVID-19 Protection Project (UN Women)
	More Support Services for Women Survivors of Violence ( <i>Strongim Nesem Strongim Pipol</i> Program)
	End Violence against Children Campaign (UNICEF)
Enhanced Knowledge and Understanding	Communication Strategies for Social Change (Queensland University of Technology)
	Do No Harm Research (Australian National University)
	Time-Use Survey (World Bank)
<b>Enga Province (5 projects: 2 ongoing, 3 completed)</b>	
Women's Leadership and Influence	Women Make the Change (UN Women)
	Creative Approaches for Impact (Queensland University of Technology)
Women's Economic Empowerment	<i>Kirapim Kaikai na Markt</i> (Community Development Workers Association Inc.)
Violence Prevention and Response	Protection of Civilians and Respect for the Law (International Committee of the Red Cross)
Enhanced Knowledge and Understanding	Interventions in Overcoming Sorcery Accusations-Related Violence (Australian National University)
<b>Hela Province (5 projects: 2 ongoing, 3 completed)</b>	
Women's Leadership and Influence	Women Make the Change (UN Women)
	Creative Approaches for Impact (Queensland University of Technology)
Violence Prevention and Response	Protection of Civilians and Respect for the Law (International Committee of the Red Cross)
	COVID-19 Protection Project (UN Women)
	<i>Gutpela Sindaun bilong ol Meri na Pikinini</i> (UN Women)
<b>Jiwaka Province (8 projects: 1 ongoing, 7 completed)</b>	
Women's Leadership and Influence	Women's Empowerment and Voice (International Women's Development Agency)

Outcome by Province/Region	Activity Title and Partner
Women's Economic Empowerment	CARE Coffee (CARE International in Papua New Guinea)
	Family Farm Teams (Canberra University)
Violence Prevention and Response	COVID-19 Protection Project (UN Women)
	Parenting for Child Development (UNICEF)
	End Violence against Children Campaign (UNICEF)
Enhanced Knowledge and Understanding	Interventions in Overcoming Sorcery Accusations-Related Violence (Australian National University)
	Do No Harm Research (Australian National University)
<b>Madang Province (4 projects: 1 ongoing, 3 completed)</b>	
Women's Economic Empowerment	Entrepreneurial Ecosystem (Center for International Private Enterprise)
Violence Prevention and Response	Family Support Centres Project (FHI 360)
	Parenting for Child Development (UNICEF)
	End Violence against Children Campaign (UNICEF)
<b>Milne Bay Province (5 projects: 1 ongoing, 4 completed)</b>	
Women's Leadership and Influence	Women Make the Change (UN Women)
	Creative Approaches for Impact (Queensland University of Technology)
Women's Economic Empowerment	Safe and Prosperous Districts (UN Women)
Violence Prevention and Response	Strengthening National Coordination (UNDP)
Enhanced Knowledge and Understanding	Communication Strategies for Social Change (Queensland University of Technology)
<b>Morobe Province (13 projects: 3 ongoing, 10 completed)</b>	
Women's Leadership and Influence	Women Make the Change (UN Women)
	Creative Approaches for Impact (Queensland University of Technology)
Women's Economic Empowerment	Business Coalition for Women (Business Coalition for Women)
	CARE Coffee (CARE International in Papua New Guinea)
	Meri Buses (Ginigoada Foundation PNG Inc.)
Violence Prevention and Response	Family and Sexual Violence Case Management Centre ( <i>Femili</i> PNG)
	United for Equality (UN Women)
	Safe Public Transport (UN Women)
	Mamayo (CARE International in Papua New Guinea)
	COVID-19 Protection Project (UN Women)
	Strengthening National Coordination (UNDP)
	Highlands Sexual Reproductive and Maternal Health (CARE International in Papua New Guinea)
Enhanced Knowledge and Understanding	Family Protection Order Research (Australian National University)
<b>National Capital District (23 projects: 7 ongoing, 16 completed)</b>	
Women's Leadership and Influence	Women Make the Change (UN Women)
	Women's Empowerment and Voice (IWDA)
	Creative Approaches for Impact (Queensland University of Technology)
Women's Economic Empowerment	Business Coalition for Women (Business Coalition for Women)
	Entrepreneurial Ecosystem (Center for International Private Enterprise)
	Meri Buses (Ginigoada Foundation PNG Inc)

Outcome by Province/Region	Activity Title and Partner
	WECREATE Challenge (GriffinWorx)
Violence and Prevention Response	<i>Bel isi</i> PNG (Oil Search Foundation)
	Safe Schools (Equal Playing Field)
	United for Equality (UN Women)
	COVID-19 Protection Project (UN Women)
	Family and Sexual Violence Action Committee Secretariat (FSVAC)
	Family Support Centre Assistance Project (2015–2018) and SASA! Pilot (2018–2020) (Population Services International)
	Safe Public Transport (UN Women component completed)
	Safe City (UN Women)
	Strengthening National Coordination (UNDP)
	Support to the Family Health Centre in Port Moresby (Health and Education Procurement Facility)
	Renovation of Lifeline Centre (Health and Education Procurement Facility)
	Construction of the Koki Market Transit Centre (Health and Education Procurement Facility)
Enhanced Knowledge and Understanding	<i>Bel isi</i> PNG Research (International Finance Corporation/Business Coalition for Women)
	Interventions in Overcoming Sorcery Accusations-Related Violence (Australian National University)
	Family Protection Order Research (Australian National University)
	The Last Taboo Research (Burnet Institute/Water Aid/IWDA)
<b>New Ireland Province (4 projects: 1 ongoing, 3 completed)</b>	
Women's Leadership and Influence	Women Make the Change (UN Women)
	Creative Approaches for Impact (Queensland University of Technology)
Women's Economic Empowerment	Family Farm Teams (Canberra University)
Violence Prevention and Response	Family Support Centres Project (FHI 360)
<b>Oro Province (1 project: 1 completed)</b>	
Enhanced Knowledge and Understanding	Family Protection Order Research (Australian National University)
<b>Simbu Province (6 projects: 6 completed)</b>	
Women's Economic Empowerment	CARE Coffee (CARE International in Papua New Guinea)
Violence Prevention and Response	COVID-19 Protection Project (UN Women)
	Gender-Based and Sorcery-Related Violence in the Highlands (Oxfam) (in Simbu completed)
	Parenting for Child Development (UNICEF)
	End Violence against Children Campaign (UNICEF)
Enhanced Knowledge and Understanding	Communication Strategies for Social Change (Queensland University of Technology)
<b>Southern Highlands Province (6 projects: 2 ongoing, 4 completed)</b>	
Women's Leadership and Influence	Women Make the Change (UN Women)
	Creative Approaches for Impact (Queensland University of Technology)
Violence Prevention and Response	Protection of Civilians and Respect for the Law (International Committee of the Red Cross)
	COVID-19 Protection Project (UN Women)

Outcome by Province/Region	Activity Title and Partner
	Support to Family Support Centres and Health Clinics in Southern Highlands (International Red Cross)
	<i>Gutpela Sindaun bilong ol Meri na Pikinini</i> (UN Women)
<b>West New Britain Province (1 project: 1 completed)</b>	
Violence Prevention and Response	Family Support Centres Project (FHI 360)
<b>West Sepik Province (6 projects: 6 completed)</b>	
Women's Leadership and Influence	Women and Extractives ( <i>Pacific Women</i> Support Unit)
Violence Prevention and Response	<i>Kommuniti Lukautim Ol Meri</i> (FHI 360)
	COVID-19 Protection Project (UN Women)
	Family Support Centres Project (FHI 360)
	<i>Kisim Femili Plenin</i> (FHI 360)
	SASA! Pilot (Population Services International)
<b>Western Highlands Province (7 projects: 7 completed)</b>	
Women's Economic Empowerment	CARE Coffee (CARE International in Papua New Guinea)
	Family Farm Teams (Canberra University)
Violence Prevention and Response	<i>Kommuniti Lukautim Ol Meri</i> (FHI 360)
	Parenting for Child Development (UNICEF)
	End Violence against Children Campaign (UNICEF)
	<i>Gutpela Sindaun bilong ol Meri na Pikinini</i> (UN Women)
Enhanced Knowledge and Understanding	Family Protection Order Research (Australian National University)
<b>Western Province (3 projects: 3 completed)</b>	
Violence Prevention and Response	COVID-19 Protection Project (UN Women)
	Family Support Centres Project (FHI 360)
	Establishment of Family Support Centres at Arawa and Daru Hospitals (Health Program)
<b>National (13 projects: 2 ongoing, 11 completed)</b>	
Women's Leadership and Influence	Project to Strengthen PNG's Parliaments (UNDP)
	Women Make the Change (UN Women)
	Women in Leadership Support (Australian National University)
	Creative Approaches for Impact (Queensland University of Technology)
	Women's Forum (Center for International Private Enterprise)
Violence Prevention and Response	COVID-19 Protection Project (UN Women)
	Family Support Centres Project (FHI 360)
	Family and Sexual Violence Action Committee Secretariat (FSVAC)
	Strengthening National Coordination (UNDP)
Enhanced Knowledge and Understanding	Interventions in Overcoming Sorcery Accusations-Related Violence (Australian National University)
	Research Training Program (Australian National University)
	Do No Harm Research (Australian National University)
	Research on Women's Leadership and Decision-Making in the Pacific (Australian National University)

## Annex 3 Summary of Progress against *Pacific Women in Papua New Guinea* Outcomes

Below is a summary of the assessment of progress against each of the short-term, intermediate-term and long-term outcomes included in the *Pacific Women in Papua New Guinea* Monitoring, Evaluation and Learning Framework 2018 and confirmed in the Third Country Plan (2019–2022).

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

Short-term outcomes (2014–2016)		Intermediate-term outcomes (2017–2019)		Long-term outcomes (2020–2022)	
<b>Women's Leadership and Influence</b>					
Community and public and private sector knowledge about women's leadership and gender equality has increased.	●	Community and public and private sectors have developed policies, practices and programs that support and enable women to move into leadership roles.	●	Women and girls exercise their voice at community level and in local and national government level decision-making forums.	●
There are increased enabling spaces, training and support for women and girls to participate in and practise leadership and decision-making skills.	●	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.	●	There is increased women's leadership and influence in decision making at the community level, in local and national government, and in the private sector.	●
<b>Women's Economic Empowerment</b>					
Family, community, public and private sector knowledge about the benefits of women's economic empowerment has increased.	●	Family, community, public and private sector attitudes and actions increasingly support women's economic empowerment.	●	Women have increased economic opportunities and use them.	●
Women have increased opportunities to participate in formal and informal economic activities or business entrepreneurial opportunities.	●	Women have increased knowledge, skills and confidence to successfully undertake formal and informal economic activities.	●	Women exercise increased decision-making power in relation to their income and assets.	●
Public and private sector partners identify the need for policies and legislation that enable economic empowerment and safe working conditions for women.	●	Public and private sector partners have established policies, practices and programs that enable women's economic empowerment and safe working conditions for women.	●	Women have increased access to safe working conditions.	●
<b>Violence Prevention and Response</b>					
Women and girls, and men and boys have increased understanding of the causes of violence against women.	●	Women and girls, and men and boys, and communities act to address violence against women.	●	Family and community tolerance for violence against women is reduced.	●
Referral pathways and coordinated quality services are developed to support survivors of family and sexual violence in priority provinces.	●	Quality services continue to expand and result in more survivors of violence accessing services and reporting violence when it occurs.	●	Quality services that support survivors of family and sexual violence are adequately available and accessible across priority provinces.	●
Coalitions advocate for solutions to reduce violence and for legislative and policy reforms that protect women's and children's human rights.	●	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.	●	The national response to violence against women and children is strengthened.	●
<b>Enhanced Knowledge and Understanding</b>					
Research is undertaken to better understand gender inequality and discrimination, causes of violence and drivers of change in Papua New Guinea.	●	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.	●	Enhanced knowledge and evidence inform policy and practice.	●
Information, learning modules, scholarships and related products are developed to address knowledge gaps and build skills.	●	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 to empowering women and innovative models of service delivery are tested.	●	Innovative approaches that improve women's lives trialled through <i>Pacific Women</i> are taken up by other Australian investments.	●		