

Pacific Women in Papua New Guinea Performance Report 2012–2021



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Cover:

From left to right: Hilda Igo Tuaru, Papua New Guinea Sign Language Interpreters Association; Ume Wainetti, Papua New Guinea Counsellors Association Board member and former National Coordinator of the Family and Sexual Violence Action Committee; Brenda Andrias, Program Manager UN Women.

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For further information:

Website: www.pacificwomen.org.fj

Email: information@pacificwomen.org

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Contents

Pacific Women in Papua New Guinea Performance Report 2012–2021	ii
Pacific Women in Papua New Guinea project names	iv
Executive Summary	ix
1 Introduction	1
2 Purpose and Structure	2
3 Summary Data	3
3.1 Activities	3
3.2 Funding	7
3.3 Facts and Figures	10
4 Key Achievements	15
4.1 Influencing Gender Transformative Approaches in Papua New Guinea	15
4.2 Women’s Leadership and Influence outcome	19
4.3 Women’s Economic Empowerment outcome	25
4.4 Violence Prevention and Response outcome.....	31
4.5 Enhanced Knowledge and Understanding outcome	39
4.6 COVID-19 Response	44
4.7 Working in Partnership with Others	48
4.8 Capacity Building of Local Partners	51
4.9 Increased Coordination with Other Sectors and Programs	55
5 Contributions to Medium Term Development Plan III and the National Gender Based Violence Strategy	58
6 Sustainability	64
6.1 <i>Pacific Women</i> is promoting better understanding about what gender equality means for Papua New Guinea.....	64
6.2 There is stronger action on gender equality and prevention of violence against women and girls by government, partners, the private sector and community members.....	64
6.3 Successful approaches developed and tested through <i>Pacific Women</i> are being taken up by others .	65
6.4 Stronger local organisations are working to achieve gender equality.....	66
7 Lessons Learned	66
7.1 The Papua New Guinea-based Support Unit bolstered collaboration between partners and the uptake of successful approaches.....	66
7.2 Change in one outcome supports change in other outcomes	67
7.3 Increasing women’s representation in political leadership requires long term investment in building local level support and acceptance	67
7.4 Core funding and capacity building has strengthened local organisations’ ability to bring about social gender change	68
7.5 Effective violence prevention requires time to learn, adapt and evaluate.....	69
7.6 Working with men effectively promotes positive gender norm changes	69
7.7 Violence against women is everyone’s business	70
7.8 Long-term, sustained and joined up investments add value.....	71
7.9 Working with young people provides opportunities to change attitudes at formative stages	72
8 Ongoing Challenges and Risks	73
8.1 There is limited government funding dedicated to fulfilling commitments to end violence against women and children	73
8.2 There is a lack of child-specific services	73
8.3 The <i>Pacific Women</i> program and funding is coming to an end, leading to uncertainty of ongoing operations	74
8.4 The lack of political representation of women in Papua New Guinea is both a cause and consequence of gender inequalities	75
8.5 Women and girls are disproportionately affected by the health and economic impacts of the COVID-19 pandemic.....	76
8.6 It is difficult to scale up social norm change approaches	76
8.7 It is hard to reach and support the most vulnerable sub-populations	77

9	Outcome 1 – Women’s Leadership and Influence	78
9.1	Women in Leadership Support Program	78
9.2	Women Make the Change: Increased voice for women in political processes	81
9.3	Women’s Empowerment and Voice for Equal Rights in Papua New Guinea	85
9.4	Creative Approaches for Impact in International Development	87
9.5	Papua New Guinea Women and Extractives (completed June 2020)	88
10	Outcome 2 – Women’s Economic Empowerment	92
10.1	Coffee Industry Support Project	92
10.2	Strengthening the Business Coalition for Women	96
10.3	Creating an Entrepreneurial Ecosystem for Women in Papua New Guinea.....	100
10.4	Safe Public Transport – <i>Meri Buses</i> in Port Moresby and Lae	104
10.5	Safe and Prosperous Districts: Linking communities to markets for secure livelihoods (completed December 2020)	107
10.6	<i>Kirapim Kaikai na Maket</i> (completed September 2020)	111
11	Outcome 3 – Violence Prevention and Response	113
11.1	Responding to Gender-Based and Sorcery-Related Violence in the Highlands.....	113
11.2	Family and Sexual Violence Case Management: Building on Success for National Impact.....	117
11.3	Safe Public Transport for Women, Girls and Children.....	121
11.4	<i>Kommuniti Lukautim Oi Meri</i>	126
11.5	From Gender-Based Violence to Gender Justice and Healing in Bougainville	130
11.6	<i>Mamayo</i>	134
11.7	<i>Kisim Femili Plenin Strongim Kommuniti</i>	138
11.8	<i>Bel isi PNG</i> : Improving Services and Inspiring Leadership to address Family and Sexual Violence in Port Moresby	142
11.9	Safe Schools Strong Communities.....	146
11.10	Protection for Women and Girls during the COVID-19 Emergency (COVID-19 Protection).....	149
11.11	Scaling up technical assistance to Family Support Centres	153
11.12	Creating a Movement to End Violence against Women and Girls in Papua New Guinea: The SASA! Pilot and Family Support Centre Assistance Project (completed August 2020)	154
11.13	Building the Capacity of the Family and Sexual Violence Action Committee (completed June 2020)	158
11.14	Now is the Time: United for Equality and an End to Gender-Based Violence (starts July 2021).....	162
12	Outcome 4 – Enhanced Knowledge and Understanding	164
12.1	Developing Communication Strategies for Social Change against Sorcery Accusation-Related Violence	164
12.2	Improving the Impact of State and Non-State Interventions in Overcoming Sorcery Accusations-Related Violence in Papua New Guinea	168
12.3	Research Training Program	172
12.4	<i>Bel isi PNG</i> : Measuring the Business Case	175
12.5	A study of the use and efficacy of protection orders as a key response to domestic and family violence (completed November 2020).....	178
Annex 1	Funded Implementing Activities	182
Annex 2	Activities operating in each Province or Region	193
Annex 3	Summary of progress against <i>Pacific Women</i> in Papua New Guinea outcomes	199
Annex 4	Government of Papua New Guinea Gender Commitments	201
Annex 5	Directly funded partner local engagement and capacity building	203
Annex 6	Relevant Research and Knowledge Resources	208

Tables and Figures

Table 1	<i>Pacific Women</i> contracted commitments through the First (2012–2014), Second (2014–2019) and Third (2019–2022) Papua New Guinea Country Plans	7
Figure 1	Expenditure (per cent) in FY21 by outcome	x
Figure 2	Cumulative facts and figures of <i>Pacific Women</i> in Papua New Guinea August 2012–December 2020	xi
Figure 3	<i>Pacific Women</i> in Papua New Guinea activities map	xx
Figure 4	Number of ongoing (base) and completed (on top) <i>Pacific Women</i> in Papua New Guinea implementing activities by outcome and financial year (FY13–FY21)	4
Figure 5	Ongoing (base) and completed (on top) <i>Pacific Women</i> implementing activities by Bougainville Gender Investment Plan objective and financial year (FY13–FY21)	6
Figure 6	Expenditure by outcome each financial year (FY13–FY21) in AUD millions	8
Figure 7	Expenditure (per cent) in FY21 by outcome	9
Figure 8	Expenditure to June 2021 toward Third Country Plan commitments by outcome	10
Figure 9	Cumulative facts and figures of <i>Pacific Women</i> in Papua New Guinea August 2012–December 2020	11
Figure 10	Types of activities of <i>Pacific Women</i> in Papua New Guinea by financial year FY2018–FY2021	12
Figure 11	Number of community outreach and awareness participants by financial year FY2018–FY2021	14
Figure 13	<i>Pacific Women</i> contributes to the following Medium Term Development Plan III key result areas and strategies	59
Figure 14	<i>Pacific Women</i> contributions to the four objectives of the National Gender Based Violence Strategy (2016–2025)	62

Pacific Women in Papua New Guinea project names

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

Activity Summary Reference	Project partner(s)	Full project name	Shorthand project name
9.1	Department of Pacific Affairs, Australian National University	Women in Leadership Support Program	Women in Leadership Support
9.2	UN Women	Women Make the Change: Increased Voice for Women in Political Processes	Women Make the Change
9.3	International Women's Development Agency	Women's Empowerment and Voice for Equal Rights in Papua New Guinea	Women's Empowerment and Voice
9.4	Queensland University of Technology	Creative Approaches for Impact in International Development	Creative Approaches for Impact
9.5	<i>Pacific Women</i> Support Unit with Freida River Limited	Papua New Guinea Women and Extractives	Women and Extractives
10.1	CARE International in Papua New Guinea	Coffee Industry Support Project	CARE Coffee
10.2	Business Coalition for Women	Strengthening the Business Coalition for Women	Business Coalition for Women
10.3	Center for International Private Enterprise and The Difference Incubator	Creating an Entrepreneurial Ecosystem for Women in Papua New Guinea	Entrepreneurial Ecosystem
10.4	Ginigoada Foundation PNG Inc.	Safe Public Transport – <i>Meri</i> Buses in Port Moresby and Lae	<i>Meri</i> Buses
10.5	UN Women	Safe and Prosperous Districts	Safe and Prosperous Districts
10.6	Community Development Workers Association Inc.	<i>Kirapim Kaikai na Maket</i>	<i>Kirapim Kaikai</i>
11.1	Oxfam in Papua New Guinea	Responding to Gender-Based and Sorcery-Related Violence in the Highlands	Gender-Based and Sorcery-Related Violence
11.2	Femili PNG	Family and Sexual Violence Case Management: Building on Success for National Impact	Femili PNG
11.3	UN Women	Safe Public Transport for Women, Girls and Children	Safe Public Transport
11.4	FHI 360 (formally known as Family Health International 360)	<i>Kommuniti Lukautim Oi Meri</i>	<i>Kommuniti Lukautim Oi Meri</i>
11.5	International Women's Development Agency in	From Gender-Based Violence to Gender Justice and Healing in Bougainville	Gender Justice and Healing

Activity Summary Reference	Project partner(s)	Full project name	Shorthand project name
	partnership with the Nazareth Centre for Rehabilitation		
11.6	CARE International in Papua New Guinea	<i>Mamayo</i>	<i>Mamayo</i>
11.7	FHI 360 (formally known as Family Health International 360)	<i>Kisim Femili Plenin Strongim Kommuniti</i>	<i>Kisim Femili Plenin</i>
11.8	Oil Search Foundation	Improving services and inspiring leadership to address family and sexual violence in Port Moresby	<i>Bel isi PNG</i>
11.9	Equal Playing Field	Safe Schools Strong Communities	Safe Schools
11.10	UN Women	Protection for Women and Girls during the COVID-19 Emergency	COVID-19 Protection Project
11.11	FHI 360 (formally known as Family Health International 360)	Scaling up technical assistance to Family Support Centres	Family Support Centre Project
11.12	Population Services International Papua New Guinea	Creating a movement to end violence against women in Papua New Guinea: The SASA! Pilot and Family Support Assistance Project	SASA! Pilot
11.13	Institute of National Affairs on behalf of the Family and Sexual Violence Action Committee	Building the Capacity of Papua New Guinea's Family and Sexual Violence Action Committee	Family and Sexual Violence Action Committee National Secretariat
11.14	UN Women	Now is the Time: United for Equality and an End to Gender-Based Violence	United for Equality
12.1	Queensland University of Technology in partnership with the Centre for Social and Creative Media at the University of Goroka	Developing Communication Strategies for Social Change against Sorcery Accusation-Related Violence	Communication Strategies for Social Change
12.2	School of Regulation and Global Governance (RegNet), Australian National University	Improving the Impact of State and Non-State Interventions in Overcoming Sorcery Accusation-Related Violence in Papua New Guinea	State and Non-State Interventions in Overcoming Sorcery Accusation-Related Violence
12.3	Department of Pacific Affairs, Australian National University in partnership with the Papua New Guinea Institute of Medical Research	Research Training Program	Research Training Program
12.4	International Finance Corporation with the Business Coalition for Women	<i>Bel isi PNG: Measuring the Business Case</i>	<i>Bel isi PNG Research</i>

Activity Summary Reference	Project partner(s)	Full project name	Shorthand project name
12.5	Department of Pacific Affairs, Australian National University	A study of the use and efficacy of protection orders as a key response to domestic and family violence	Family Protection Order Research
2019–2020 Performance Report	World Bank, Autonomous Government of Bougainville's Department of Community Development	Inclusive Development in post-conflict Bougainville	Inclusive Development
2019–2020 Performance Report	International Women's Development Agency in partnership with the Bougainville Women's Federation	Young Women's Leadership Project	Young Women's Leadership
2019–2020 Performance Report	International Women's Development Agency in partnership with the Bougainville Women's Federation	Voter Education in Bougainville	Voter Education
2019–2020 Performance Report	United States Embassy in Papua New Guinea with the Department for Community Development and Religion and in 2019 the Center for International Private Enterprise	Women's Forum	Women's Forum
2019–2020 Performance Report	University of Canberra	Increasing Economic Opportunities for Women Smallholders and their Families	Family Farm Teams
2017–2018 Performance Report	Asian Development Bank managed Microfinance Expansion Project	Financial Literacy Training for Women and men in Yangoru–Saussia District	Financial Literacy Training
2019–2020 Performance Report	UN Women	Port Moresby: A Safe City for Women and Girls Program	Safe City
2019–2020 Performance Report	UNDP	Support for Strengthening National Coordination, Implementation and Monitoring Mechanisms to Prevent and Respond to Family and Sexual Violence	Strengthening National Coordination
2017–2018 Performance Report	CARE International in Papua New Guinea	Highlands Sexual Reproductive and Maternal Health	Highlands Sexual Reproductive and Maternal Health
2019–2020 Performance Report	UNICEF	Parenting for Child Development	Parenting for Child Development
2019–2020 Performance Report	UNICEF	End Violence against Children Campaign	End Violence against Children Campaign

Activity Summary Reference	Project partner(s)	Full project name	Shorthand project name
2019–2020 Performance Report	Burnet Institute, Water Aid, and International Women's Development Agency	The Last Taboo: Research on Managing Menstruation in the Pacific	The Last Taboo Research
2018–2019 Performance Report	Health and Education Procurement Facility; Health and HIV Implementing Services Provider	Establishment of Family Support Centres at Arawa Hospital, Bougainville and Daru Hospital, Western Province	Family Support Centres in Daru and Arawa
2018–2019 Performance Report	UN Women in partnership with UNICEF and UNFPA	<i>Gutpela Sindaun bilong ol Meri na Pikinini</i>	<i>Gutpela Sindaun</i>
2016–2017 Performance Report	State, Society and Government in Melanesia, Australian National University	Research on Women's Leadership and Decision-Making in the Pacific	Women's Leadership and Decision-Making in the Pacific
2018–2019 Performance Report	Department of Pacific Affairs, Australian National University and International Women's Development Agency	Do No Harm: Understanding the Relationship between Women's Economic Empowerment and Violence against Women in Melanesia	Do No Harm
2018–2019 Performance Report	World Bank Group	Gender-differentiated Labour Allocation in Agriculture in Papua New Guinea: Time-Use Survey	Time-Use Survey

Acronyms and Abbreviations

ACIAR	Australian Centre for International Agricultural Research
Bougainville	Autonomous Region of Bougainville
BSP	Bank of South Pacific
CEO	Chief Executive Officer
COVID-19	Novel coronavirus 2019
DFAT	Australian Department of Foreign Affairs and Trade
FSVAC	Family and Sexual Violence Action Committee
FY	(Australian) financial year (July–June)
IWDA	International Women’s Development Agency
KUSWA	Kafe Urban Settlers Women’s Association
LGBTI	Lesbian, Gay, Bisexual, Trans or gender diverse and/or intersex
NGO	Non-Government Organisation
<i>Pacific Women</i>	Pacific Women Shaping Pacific Development Program
PGK	Papua New Guinea Kina
PMV	Public Motor Vehicle
PNG	Papua New Guinea
SOGIESC	Sexual orientations, gender identities and expressions, and sex characteristics
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
\$	Australian Dollar

Executive Summary

This report draws together activity level reports to provide an aggregate country level report for the Pacific Women Shaping Pacific Development (*Pacific Women*) program in Papua New Guinea. It is a cumulative report, providing information about *Pacific Women* in Papua New Guinea since the program's launch in August 2012.

This report draws on project evaluations and activity level reports for the program's 54 projects, both ongoing and completed. It provides a cumulative assessment of progress to date with an emphasis on performance in the financial year July 2020–June 2021.

Activity summaries in Sections 9–12 provide detailed summaries of current activities plus five activities completed since June 2020. While every effort has been made to ensure the accuracy of the information presented, the impacts of the COVID-19 pandemic on current and future activity implementation are still being assessed.

Pacific Women is one of the largest global commitments to gender equality. It aims to improve opportunities for the political, economic and social advancement of Pacific women. It is supported by the Australian Government through the Papua New Guinea-Australia Partnership.

Papua New Guinea is implementing its Third *Pacific Women* Country Plan (2019–2022). The Third Country Plan focuses on four outcomes:

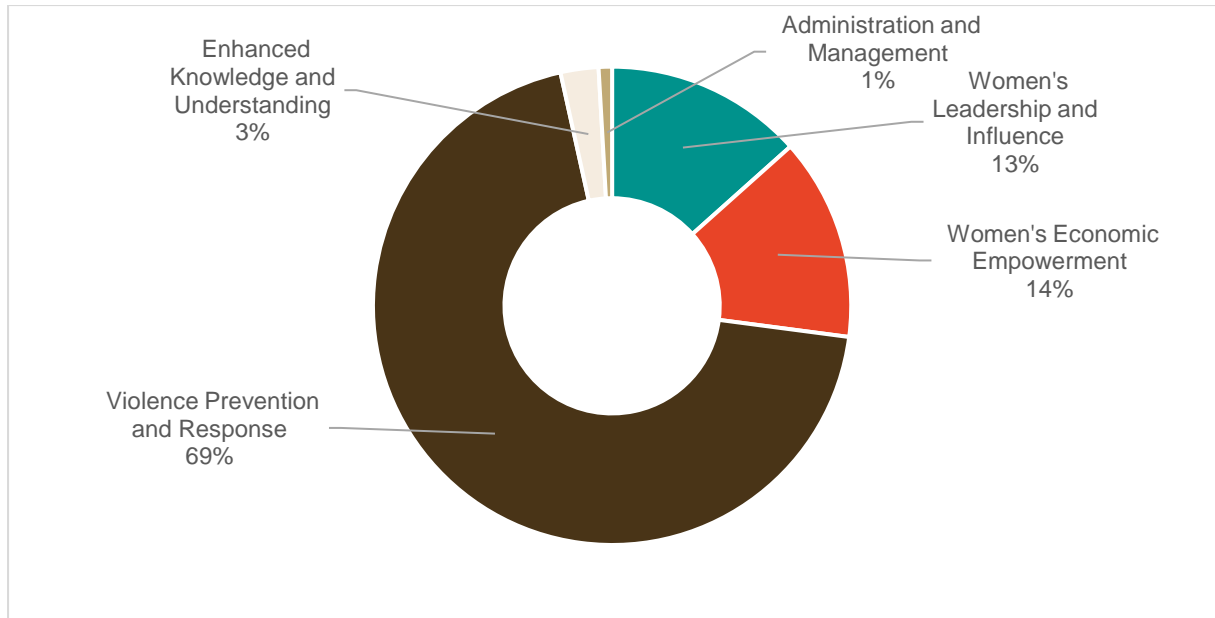
- Increase women's leadership and influence in decision making, including at local government level (**Women's Leadership and Influence**).
- Increase economic opportunities for women (**Women's Economic Empowerment**).
- Strengthen the national response to violence against women and provide expanded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

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

- The **National Strategy to Prevent and Respond to Gender Based Violence 2016–2025**, by working toward all four objectives: governance, research, services and prevention.
- The **Sorcery and Witchcraft Accusation Related Violence National Action Plan**, by helping accused persons escape extreme violence, providing research-informed training for police and developing advocacy and communications materials to prevent violence.
- The **National Small and Medium Enterprise Policy**, by supporting women to start and grow enterprises and the **National Financial Inclusion Strategy**, by building financial literacy and access to credit.
- The **National Health Plan and Population Policy**, by enhancing family and community support for women's access to reproductive and maternal health, especially for adolescent girls and unmarried women.
- The **National Research Agenda 2015–2025**, by sharing findings of research, informing policy and programming and contributing to building the capacity of local researchers.
- The **National Policy on Disability (2015–2025)**, by ensuring that *Pacific Women* projects and practices are inclusive for people with disabilities.
- The **Policy for Integrated Community Development 2019–2028**, by ensuring that *Pacific Women* activities and partners connect with the District Community Development Centres.

The Australian Government’s total contracted commitment to *Pacific Women* in Papua New Guinea is \$116.839 million. This includes \$100.509 million bilateral funding and \$16.33 million from other Australian Government sources. *Pacific Women* in Papua New Guinea program expenditure to 30 June 2021 is \$106.067 million and \$16.239 million this financial year.¹ Figure 1 shows the proportion of funding for each outcome in financial year 2020–2021.

Figure 1 Expenditure (per cent) in FY21 by outcome



In financial year 2021, there were 22 activities underway with 14 directly funded partners. During the financial year, three activities started and five activities finished. One current project operates exclusively in the Autonomous Region of Bougainville (Bougainville). A further seven activities work in both Bougainville and other locations. There are 23 ongoing implementing activities as at 1 July 2021.

Progress toward outcomes

Almost 1.5 million Papua New Guinean women, girls, men and boys have been able to access services and information through the *Pacific Women* program since 2012. Figure 2 shows some of the program’s key reach areas from inception in August 2012–December 2020.

¹ All references are in Australian dollars unless otherwise stated. All references to ‘this financial year’ or to financial year 2021 are to financial year July 2020–June 2021.

Figure 2 Cumulative facts and figures of *Pacific Women* in Papua New Guinea August 2012–December 2020



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

More women are gaining skills and confidence to take up leadership roles, supported by their communities and employers. Women are forming and strengthening associations as an effective 'collective' voice. *Pacific Women* investments have resulted in 3,131 women gaining skills and confidence to take up leadership roles at the community level, provincial or national levels.

Pacific Women funded four projects this financial year, with two launched in June 2021, that primarily contributed to achieving the Women's Leadership and Influence outcomes in financial year 2020–2021. *Pacific Women* is on track to achieving the Women's Leadership and Influence long-term outcomes by 2022.

Pacific Women partners are supporting women to exercise their voice at national level decision making forums and beyond. The Women Make the Change project supported 18 women and six young women leaders to attend the first National Gender Based Violence Summit in November 2020, and hosted a two-day coalition and advocacy follow-up workshop. The women leaders issued a joint media statement with 21 recommendations, including equal voting and speaking rights and access to the same resources as male counterparts in all levels of political leadership. The project facilitated seven of these women leaders to present on two of FM100 radio's most popular programs to amplify their reflections. Twenty-one of the 46 women candidates in the Bougainville elections in 2020 took part in political leadership training by *Pacific Women* partners, including three of the four winning women candidates. At least five other candidates participated in other skills building activities through *Pacific Women* projects.

In June 2021, a new activity supporting women's leadership, decision making and increased voice at local level government was launched. The Women's Empowerment and Voice for Equal Rights in Papua New Guinea project supports young women's leadership in Jiwaka and East New Britain Provinces and the strengthening of the women's rights movement and research in Papua New Guinea.

Increase economic opportunities for women

Women have increased opportunities and community support to earn an income, and the public and private sector is implementing policies to improve women's safety in the workplace. Through *Pacific Women*, 15,842 women have accessed financial information and services including financial literacy and business skills training. Families supported to consider and share workloads and decision making reported increased household income.² An estimated 54 businesses have implemented at least one substantive change supported by the Business Coalition for Women to improve working conditions for their women employees.³

Pacific Women funded six projects that primarily contributed to achieving the Women's Economic Empowerment outcome in financial year 2020–2021. The program is on track to achieve the Women's Economic Empowerment long-term outcomes by 2022.

More women have increased opportunities, skills and confidence to undertake economic activities. The Women's Business Resource Centre has directly benefited over 4,400 women through its technical training and workshops since opening in November 2016 with 233 women expanding their business as a result of their engagement with the Women's Business Resource Centre. *Pacific Women* projects have also increased women's access to finances. During July–December 2020, the CARE Coffee project supported 16 village savings and loans associations – made up of 113 women and 97 men members. Members cumulatively shared out over PGK174,385 over the period 2018–2020. Women are expanding small businesses with this income. Members reported that their village savings and loans association was the only avenue for loans to support their families during the COVID-19 lockdown periods and to restart their activities when lockdowns were lifted.

Pacific Women investments have resulted in increasing family and community support for and understanding of the benefits of women's economic empowerment. The CARE Coffee project's 2020 evaluation indicated social norms change towards equitable distribution of labour through a more collaborative approach to managing the coffee garden and the household; and shared decision making on the use of household income.

Women's leadership and decision making within the workplace is supported by continued high demand for the Business Coalition for Women's Certificate IV in Leadership and Management. By February 2021, 62 organisations and 38 public sector agencies or civil society groups have invested in women employees as supervisors and managers by sponsoring them to undertake the course. A 12 month follow up with 53 graduates conducted in 2021 found that 68 per cent received pay rises and almost half (47 per cent) were promoted following their graduation.

Pacific Women investments have increased women's access to safe working conditions. Market designs and operations are meeting women's safety and hygiene needs. Through technical support and advocacy through the COVID-19 Protection project, markets in Port Moresby remained operational throughout the state of emergency lockdown. The project developed COVID-19 safety guidelines which became the national guidelines allowing all markets to continue operating.

As of 2020, 54 businesses or organisations have adopted policies or practices based on tools developed and provided by the Business Coalition for Women, including developing and implementing anti-sexual harassment and family and sexual violence policies. 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.

² For more information on the Coffee Industry Support Project, see Activity Summary 10.1.

³ For more information on the Business Coalition for Women, see Activity Summary 10.2.

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

The evaluation by the Australian Government's Office of Development Effectiveness of 10 years of Australian investment in violence against women and girls highlighted that the *Pacific Women* program has greatly increased resources and played a critical role in strengthening violence prevention and response. The evaluation also noted the importance of the program's integrated approach to improving access to support services and justice as well as investments in prevention and robust evaluation and research.⁴ The *Pacific Women* Six-Year Evaluation highlighted the support provided by Papua New Guinean partners in strengthening partnerships with duty bearers to implement legislative reform in addition to supporting survivors of violence.⁵

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. The launch of the National Gender Based Violence Strategy was a key achievement in March 2017. *Pacific Women* partners contribute to the implementation of the Strategy's objectives by ensuring quality coordinated responses and referrals for survivors of violence, investing in evidence-based prevention initiatives in multiple sectors of society and conducting in-depth research to support evidence-based planning and programming to end gender-based violence. In response to the COVID-19 pandemic, *Pacific Women* is ensuring that the national response to COVID-19 and recovery planning considers women's interests, needs and includes women's voices in decision-making forums. Prevention of sexual exploitation and abuse priorities and needs have been integrated into the Papua New Guinea COVID-19 Humanitarian Response Plan, the 2020 La Nina Contingency Plan and the Refugee Emergency Joint Contingency Plan 2020.

Pacific Women is strengthening the response to violence against women and girls and providing expanded support services. *Pacific Women* partners have reached over 1 million women, girls, men and boys in community events, discussion forums, campaigns and activities that raise awareness about the harms of gender based violence. Multiple project evaluations have found reduced tolerance of violence against women in communities and organisations they work.⁶ A survey conducted with three *Bel isi* PNG subscribing companies found that acceptability of family and sexual violence within these companies was significantly lower than that of the wider population.⁷ Over 3,654 men have been actively engaged in promoting gender equality. *Pacific Women* partners have provided 20,255 women and girls facing violence with support services. There are currently 15 subscribers to the innovative public-private partnership *Bel isi* PNG initiative, contributing to the cost of delivering counselling support and safe house services available to survivors of violence in Port Moresby.⁸ The Nazareth Centre for Rehabilitation's pilot school-based program changed student's behaviours in favour of non-violence and more respectful attitudes.⁹

Pacific Women funded 12 projects that primarily contributed to achieving the Violence Prevention and Response outcome in financial year 2020–2021. The program is on track to achieve two of the three long-term outcomes by 2022.

Seven projects contributed to improving services for survivors of violence, providing crisis support for 3,258 women and girl survivors of violence since July 2020. All *Pacific Women* partners continued their service and prevention work despite being affected by the COVID-19 pandemic and the disproportionate effect on women and other vulnerable demographics. The Nazareth Centre has trained 236 women and 132 men in its certified two-week basic trauma counsellor course as of

⁴ 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. Available at: <https://dfat.gov.au/aid/how-we-measure-performance/ode/strategic-evaluations/Documents/evawg-final-report-nov-19.pdf>.

⁵ Pacific Women Shaping Pacific Development (2020). *Six-Year Evaluation Report and Management Response*. Department of Foreign Affairs and Trade, pp.vi-vii and p.26. Online reference is included in Annex 6.

⁶ For further discussion, see Section 4.4 Key Achievements: Violence Prevention and Response outcome.

⁷ For more information on the baseline survey results of *Bel isi* PNG Research project, see Activity Summary 12.4

⁸ For more information on the *Bel isi* PNG project, see Activity Summary 11.8.

⁹ For more information on the Nazareth Centre for Rehabilitation's school based program, see Activity Summary 11.5.

October 2020, including 34 new community counsellors (17 women, 17 men including one man with a disability) in this reporting period.

A six-year evaluation conducted in 2020 of Femili PNG reported 99% client satisfaction their violence prevention and response services. Clients highly valued Femili PNG's emergency, short-term and practical assistance, including the focus on being client-directed and willingness to assist and counsel over an extended period.

In November 2020, the Government established a Special Parliamentary Committee on Gender Based Violence. The Committee is conducting a Parliamentary Inquiry into Gender Based Violence and held public hearings in May 2021. It plans to report to Parliament in August 2021. These are significant steps toward strengthening the national response to ending violence against women and children which otherwise, remains weak and under-resourced. There has been slow progress toward establishing a permanent National Gender Based Violence Secretariat to lead the coordination of the national response to gender-based violence. Progress is primarily happening at the district and provincial levels.

Enhance knowledge and evidence to inform policy and practice

Pacific Women's research has contributed to increasing understanding of gender inequality and drivers of change and is informing *Pacific Women* partner designs and other development partners' programming. The Do No Harm research is informing the Government of Papua New Guinea's national agricultural projects and the Department for Community Development and Religion has adopted the market vendor association model developed in the Safe City project in the draft Informal Economy Strategy.^{10,11} Good practices, successful approaches, tools and lessons demonstrated through *Pacific Women* are being taken up by local, national and international organisations and companies.

There were five research projects¹² this financial year. Three-quarters of all other projects consistently collect and analyse data, conduct formative research, and/or evaluations to inform programming and policies. *Pacific Women* partners have demonstrated a commitment to sharing learnings and resources. The program is on track to achieve the Enhanced Knowledge and Understanding long-term outcome by 2022.

Pacific Women partners' research is informing national and international policy and strategy, as research is pivoted in response to the COVID-19 pandemic. The State and Non-State Interventions in Overcoming Sorcery Accusations Related Violence research team drew on their findings to raise important communication and messaging considerations relating to the COVID-19 pandemic in Papua New Guinea, to mitigate the risks of social disharmony and violence. The team are also working with international academics and experts, developing resources and data for a United Nations Special Resolution in 2021, including drawing on COVID-19 research.

The State and Non-State Interventions in Overcoming Sorcery Accusations Related Violence research team has also supported the development of evidence-informed sorcery accusation-related violence components included in training for police and village court officials. In 2020, the Department of Justice and Attorney General and the FSVAC, observed by members of the project team delivered tailored sorcery accusation-related violence training curriculum to village court officials.

¹⁰ More information on the Do No Harm Research project is available in the *Pacific Women* in Papua New Guinea Performance Report 2018–2019 at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2018-2019/>.

¹¹ 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/>.

¹² One of these research projects is funded by the Australian Government's Economics program. It is included as a *Pacific Women* activity. It is part of the *Pacific Women*-funded *Bel isi* PNG project, the Business Coalition for Women is a key partner in the research, the *Pacific Women* team was very involved in the design and facilitated Papua New Guinea ethics approval.

One of *Pacific Women* partners' research project is providing data on the effect of family and sexual violence focused on the private sector.¹³ The baseline survey to measure the business case for workplace responses to family and sexual violence in Papua New Guinea was completed in November 2020. The study found promising outcomes emerging as a result of companies' structured responses to family and sexual violence. Interviewees reporting recent incidents of violence who disclosed their experience through the formal workplace channels reported positive outcomes as a result: including paid time off; counselling; and referral to *Bel isi* PNG case management service.

Pacific Women research into the use and efficacy of Family Protection Orders was completed this year. The research team made nine recommendations for the courts, duty bearers and service providers to further improve family and sexual violence response in Papua New Guinea. The team also produced reports on the results of the survey of young adults on domestic and family violence issues and a report on the court processes involved in family protection orders. In addition, the team produced five short videos on the research process, findings and how to obtain a protection order.

Other Key achievements

As a result of *Pacific Women's* long-term commitment to partners' efforts, gender transformative change is happening. Families, communities and businesses are exploring gender roles, and behaviours harmful to women and girls have been identified and decisions have been made to act differently. The *Pacific Women* What Works for Gender Transformative Approaches in Papua New Guinea document was written for local and international organisations to develop gender transformative change projects or to bring about change in any sector.¹⁴

Pacific Women partners informed national responses to the COVID-19 pandemic and continued to operate and provide services throughout the lockdown period. The national, regional and international understanding of the impact of the COVID-19 pandemic on women and girls was strengthened through *Pacific Women* partners' research.

Partners funded through *Pacific Women* are acting together for change, increasing the impact of partners' work. Expertise is shared, the quality of project work is increased and a shared purpose and learning is fostered through local, national and international networks. The shared purpose, and comprehensive and consistent support provided by *Pacific Women* to its partners results in a program that is greater than the sum of its parts.

Pacific Women is building the technical expertise of local implementing partners to design and implement projects to achieve gender equality and women's empowerment outcomes. Local partners are supported to enact organisational policies, processes, systems and practices to operate effectively. Peer-to-peer learning and connection between implementing partners, government and other stakeholders is being brokered by *Pacific Women*.

Pacific Women is increasing coordination with other sectors and programs acting for women's empowerment in Papua New Guinea and internationally. *Pacific Women* has provided more than 6,800 women with formal opportunities to share their ideas and to learn from each other. *Pacific Women* curates networks of people and organisations working in similar fields and across government departments to work collaboratively on priority issues and links its partners and stakeholders to regional activities.

¹³ For more information on the *Bel isi* PNG Research project, see Activity Summary 12.4.

¹⁴ *Pacific Women* Support Unit (2021). *Pacific Women* What Works for Gender Transformative Approaches in Papua New Guinea. *Pacific Women* Shaping Pacific Development. Online reference is included in Annex 6.

Contributions to Government of Papua New Guinea Medium Term Development Plan III and the National Gender Based Violence Strategy

The *Pacific Women* program contributes primarily to four of the eight key result areas of the Medium Term Development Plan III. These are: increase revenue for wealth creation with a focus on women's economic empowerment (key result area 1); sustainable social development, with a focus on supporting women's political and economic empowerment, health and immunisation services and productive youth (key result area 3); improved service delivery with a focus on services for survivors of violence and improving integrated service delivery in districts (key result area 5); and sustainable population with a focus on building demand and supply of family planning (key result area 8).

The majority of *Pacific Women* funds and projects contributes to preventing and responding to violence, and supports each of the four objectives of the National Gender Based Violence Strategy: governance, services, prevention, and research.¹⁵

Sustainability

Pacific Women has developed a strong body of evidence to address gender inequality, enabling the program to refine strategies based on the resulting learnings and strengthen the skills and numbers of people researching approaches.

The program has significantly increased community and government understanding about the harm, and causes, of violence against women and the value of gender equality.

Action by government, partners, the private sector and community members has been strengthened by activities funded by *Pacific Women*. Many more, and diverse voices are speaking up publicly to prevent gender-based violence. Community members want to become more engaged and become volunteers when exposed to new knowledge and opportunities for self-reflection. Private sector companies are investing in women as employers and suppliers and government actors have strengthened their responses, particularly at the district and provincial levels. *Pacific Women* partners successfully advocated increased public funding and structural response to violence against women and girls in 2020.

Pacific Women's investment in sharing successful approaches and lessons has influenced the development of new initiatives by the Government of Papua New Guinea, other Australian investments and other development partners, ensuring the benefits are sustained.¹⁶

Long-term investment by *Pacific Women* in local organisations has increased their effectiveness, influence and capacity to drive sustainable change in their communities, and accelerated the achievement of outcomes.

Lessons learned

The *Pacific Women* Support Unit served as a convenor and coordinator for women's empowerment efforts in Papua New Guinea, in addition to technical, logistical and administrative support of the program. Having a Support Unit team based in Papua New Guinea enabled deep knowledge of projects, bolstered collaboration between partners and the uptake of successful approaches. The Support Unit worked actively with actors in the public and private sectors and civil society to support a comprehensive approach to women's empowerment. The Support Unit hosted regular networking and learning forums to promote partners' work, and encourage learning between stakeholders to achieve more coordinated action. They ensured that the impact of the sum of program activities was greater than individual projects.

¹⁵ For a spend breakdown on family and sexual violence prevention and response funding over FY13–FY21, see Figure 1.

¹⁶ Pacific Women Shaping Pacific Development (2020), above note 5, p.37.

Pacific Women's efforts to share learnings and resources and adopt a comprehensive approach – one that addresses the interconnected challenges of women's safety, participation in decision making, economic security and the capability to direct one's life – has strengthened the outcomes for beneficiaries. The *Pacific Women Six-Year Evaluation* highlighted the value of convening role played by the Support Unit in creating opportunities for partners to share experiences and learn from each other's practices. It commended the Annual Learning Workshop as a forum for engaging an audience beyond the program's funded partners.¹⁷

Preparing political leaders takes time. *Pacific Women* strengthened its focus on leadership at community and local level in response to research that identified the value in building a critical mass of women in leadership across all levels of decision-making and over the inter-electoral cycle. Although no women were successful in the 2017 national elections, women trained through the Women in Leadership Support project performed better than those who were not. *Pacific Women* projects dedicated efforts to promote women as good leaders, build the commitment of male leaders and shift voter willingness to vote for women. Increasing women's political representation requires a comprehensive and long-term approach.

Multi-year core funding has provided local organisations and initiatives time to mature. 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 has 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.¹⁸

Prevention of violence is integral to the achievement of women's economic empowerment and women's leadership participation. Longer-term funding commitments for violence prevention projects are essential, allowing partners to see and objectively measure positive behaviour changes in the communities in which they are engaged. *Pacific Women* has invested in at least eight violence prevention projects with strong evidence-based theories of change. These projects share an iterative learning approach to monitoring and periodic evaluation to test assumptions and assess the effectiveness of approaches, with finding influencing other stakeholders, funding decisions and development approaches.

Changes in gender relations are possible because women and men are working together and because men, as well as women, are changing. Men's preeminent status in Papua New Guinea means they can wield significant influence. *Pacific Women* projects strategically engage men in reflection on how unequal gender norms influence their lives and to identify positive ways of 'being' a man that result in sharing power with women and reducing violence against women and girls. Trained male advocates are communicating these concepts through their behaviour and conversations in their communities. The Business Coalition for Women's consultations indicate the benefit of initial engagement with male advocates for men in the private sector workplace.

Long-term, sustained and joined up investments contributes significantly to the impact of the program. Time plus funding support for robust monitoring, complementary research and periodic evaluations has enabled *Pacific Women* partners to test and assess the effectiveness of approaches, to see the positive changes in individuals, within families and communities and to share lessons on what promotes success with others. And the potential for long-term funding has encouraged partners to tackle situations where entrenched and institutionalised forms for gender inequality exist. In this way, *Pacific Women* has influenced the development of new initiatives by both the Government of Papua New Guinea and other development partners.

¹⁷ Pacific Women Shaping Pacific Development (2020), above note 5, pp 31 and 37.

¹⁸ See Recommendation 1 in Office of Development Effectiveness (2019), above note 4, pp.3-4.

There is clear evidence of the benefits of investing in young women and men to shape their attitudes and to use their energy to change and make their communities better. The Young Women's Leadership project empowered young women to take up leadership roles in their communities and they established community-based associations and small businesses.¹⁹ School based *Pacific Women* projects teaching respectful attitudes and children's rights have resulted in tangible and positive behavioural changes and strong learning outcomes. *Pacific Women* projects provide evidence of young women and men acting individually and collectively to promote 'new norms' that help to address violence through public campaigning and community engagement.

Challenges and risks

Despite positive legal and policy developments, the Government of Papua New Guinea has provided limited funding to implement its commitments to end violence against women and children.²⁰ Duty bearers, safe houses and emergency relocation services for those in serious danger are typically under-resourced and under-staffed. The constrained economic environment in Papua New Guinea due to the COVID-19 pandemic is both increasing demand for crisis support services and likely to further limit government commitment of resources. However, the success of securing funding at provincial and subnational level must be recognised. Advocacy and awareness targeted at these levels of government has the potential to meet the needs of service providers.

Pacific Women partners and stakeholders continue to identify the urgent need for child-specific services throughout Papua New Guinea. The number of children accessing *Pacific Women* partners' medical and case management services is concerning. Ensuring protection for child clients remains a significant challenge. There are very few child-centric crisis response services or qualified duty bearers. In 2020, the Office of Family and Child Services trained 20 Equal Playing Field staff so they can be gazetted as Community Child Protection Volunteers. This is a welcome development that other *Pacific Women* partners hope to follow. A targeted program of services for child survivors of violence is needed to ensure the right support is being provided to children.

The *Pacific Women* program and funding is coming to an end, leading to uncertainty of ongoing operations. Implementing partners are uncertain about the closure of the existing *Pacific Women* program, the Support Unit and their funding. While many *Pacific Women*-funded organisations providing crisis support and prevention activities successfully pursued approaches to attract and diversify funding sources, they will not be able to maintain current levels of operation without the support of ongoing core funding. A key strategy that *Pacific Women* is taking in this time of transition is to ensure that the learnings from the program are widely distributed, through forums (either in person or online) and knowledge and learning products.

Papua New Guinean women remain underrepresented in political leadership. The challenges faced by women are systemic and structural as well as individual and personal. Gender inequality remains a significant barrier to the number of women candidates and their ability to competitively contest elections. Women do not compete in elections on an equal playing field with men. Expectations of appropriate behaviour and roles of women limits constituents voting for women candidates. Pursuing reforms to increase women's representation in parliament is critical. *Pacific Women* has provided support across many levels. This includes to: women candidates; working with communities to shift attitudes of women as leaders; and in support of structural reforms. These efforts need to be consistently continued over long periods of time.

Pacific Women partners continued to operate and provide services throughout 2020. The COVID-19 experience has highlighted the fact that investments that target gender equality are extremely relevant in times of crisis. Sometimes activities funded by *Pacific Women* became women's only lifeline – such

¹⁹ More information on the Young Women's Leadership 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/>.

²⁰ Office of Development Effectiveness (2019), above note 4, p.2.

as access to finance through village savings and loans associations or accommodation in safe houses. Partners reviewed their activities and adapted delivery approaches to prioritise health and safety. In some cases, adaptations are expected to have ongoing benefits, such as the adaptation of Certificate IV in Leadership and Management course for online delivery, remote support delivery of Communicating the Law Toolkit, a smaller, more intimate community education approaches.

Good practice shows there are no shortcuts to transformative change and it is difficult to scale up social norm change approaches. In the best *Pacific Women* examples, projects' long-term activity design has taken account of the desire to scale up and collected evidence to guide the processes. A significant challenge is identifying ways to introduce and implement successful approaches in other communities and contexts, with different implementing partners, while maintaining fidelity and quality. Training materials are often not certified by the National Training Institute, organisations are often not registered as training institutes and a skilled, experienced facilitator is often required for both efficacy and harm reduction. In addition, there are environmental barriers for expanding any development project in Papua New Guinea – geography, infrastructure and varied cultures. Expanding the capacity of others to deliver a methodology has worked well for *Pacific Women* because trainings has occurs in controlled environments but there is a risk that, without monitoring, women and girls will miss out in the scaling up of activities.

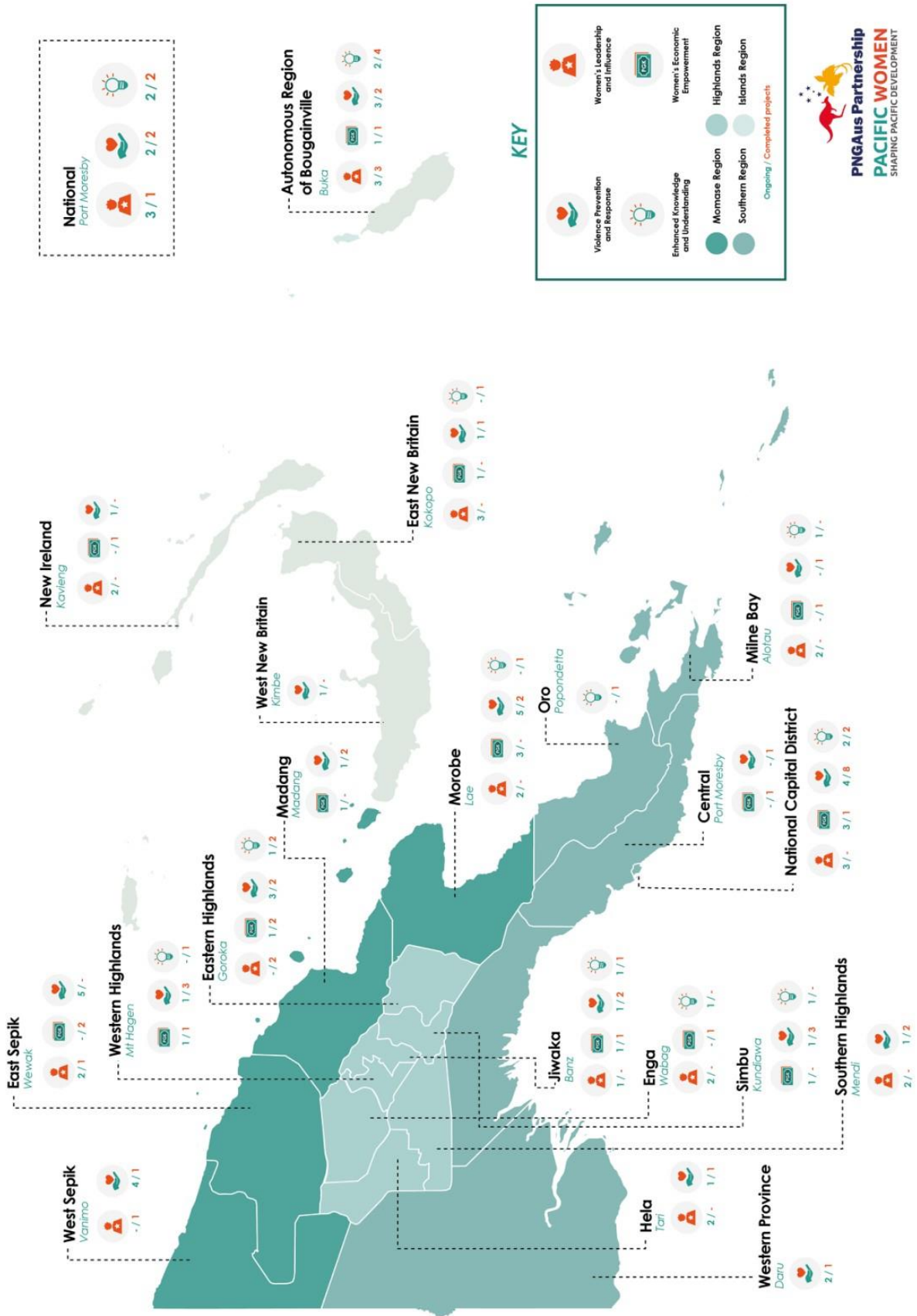
Papua New Guinea's geographical and infrastructure access barrier also makes it is hard to reach and support the most vulnerable sub-populations. The majority of *Pacific Women* projects in Papua New Guinea work in and with remote communities.²¹ Some of these communities are only accessible by helicopter, canoe rides, or several days walk. Beyond geographic reach, a number of *Pacific Women* partners are working with marginalised groups including children, adolescent girls and boys and young women. *Pacific Women* partners have improved the accessibility and participation of women with disabilities in their activities. Culture and stigma has made it difficult for *Pacific Women's* partners to find entry points to work with gender minorities, despite it being part of the program's design. However, *Pacific Women* has raised the visibility of disability inclusion and reached more rural and remote women.

Where the program works

The Papua New Guinea Third Country Plan 2019–2022 does not specify geographic target locations. Figure 3 shows the provinces in which all *Pacific Women* in Papua New Guinea activities have worked, the outcomes of activities in each province and the numbers of ongoing and complete activities in outcome in each province.

²¹ See Annex 5 for a list of project locations. Of the 54 projects, 34 work in rural communities.

Figure 3 Pacific Women in Papua New Guinea activities map



OUR STORY

The timeline highlights key achievements and important events over the 10-year life of Pacific Women program in Papua New Guinea

2012



Pacific Leaders' Gender Equality Declaration endorsed at the Pacific Islands Forum Leaders' Meeting (August)

Leaders of the 16 Pacific Island Forum member states committed to efforts to lift the status of women in the Pacific and empower them to be active participants in economic, political and social life.

Pacific Women program announced

The Australian Government announced the 10-year *Pacific Women* program to support Pacific Island countries meet the commitments they made in the Pacific Leaders' Gender Equality Declaration. It is the largest and most far-reaching investment in addressing gender inequality in the Pacific region.

Pacific Women Papua New Guinea First Country Plan 2012–2014

Country Plans document the activities to be funded by *Pacific Women*, agreed between the Governments of Papua New Guinea and Australia.

The Government of Papua New Guinea launches its Gender Equity and Social Inclusion Policy.



Pacific Women Advisory Board established

Eminent leaders from Pacific Island countries, including Papua New Guinea, provide advice on the strategic direction of *Pacific Women* and advocate support for gender equality in the Pacific.

Pacific Women Design Document finalised

Pacific Women investments begin in Papua New Guinea to make Port Moresby a safer city for women and girls and to ensure women meaningfully participate and benefit from coffee farming in the Highlands.

The Government of Papua New Guinea enacts legislation supporting women's empowerment:

- *Family Protection Act* 2013
- *Criminal Code (Amendment) Act* 2013
- *National Council of Women Act* 2013
- *The Sorcery (Repeal) Act* 2013.

2014



Pacific Women Papua New Guinea Second Country Plan 2014–2019 and Bougainville Gender Investment Plan 2014–2019 approved

Pacific Women supports Femili PNG to open the first Family and Sexual Violence Case Management Centre in Lae, Morobe Province. The Business Coalition for Women starts helping businesses address family and sexual violence. The Office of the Development of Women and UNDP begin consultations to develop a national gender-based violence strategy.

The Government of Papua New Guinea enacts the *District Development Authority Act* 2014 devolving authority for planning and development to district administrations and mandating women's representation in district decision making.

2015

Pacific Women Support Unit mobilised

Inaugural Pacific Women Annual Learning Workshop hosted

The *Pacific Women* Papua New Guinea Annual Learning Workshop brings *Pacific Women*-funded and non-funded partners together to discuss their work and research and to share lessons about what is working, the challenges and the opportunities for promoting gender equality. Nearly 300 people attended the most recent, fifth Annual Learning Workshop in May 2019.

Research identifies the high cost to business of family and sexual violence. *Meri* (women only) buses start in Port Moresby. *Pacific Women* investments support women-led community development, young women leaders, safe houses and women human rights defenders across Bougainville.

The Government of Papua New Guinea enacts regulations and announces policies supporting women's empowerment:

- Sorcery and Witchcraft Accusation Related Violence National Action Plan
- *Family Protection Act Regulations* 2015
- *Lukautim Pikinini Act* 2015 and related regulations in 2015.

2016



Pacific Women Papua New Guinea Reference Group established

The Reference Group provides guidance, promotes coordination across initiatives and informs policy development.

The first 12 of 187 women graduate with the Business Coalition for Women's Certificate IV in Leadership and Management. The Nazareth Centre for Rehabilitation hosts the first Bougainville Women Human Rights Defenders Forum. The Women's Business Resource Centre opens in Port Moresby, to support women start and grow businesses.

The Government of Papua New Guinea enacts legislation and announces policies, programs and events supporting women's empowerment:

- National Strategy to Prevent and Respond to Gender Based Violence 2016–2025
- National Financial Inclusion Strategy 2016–2020
- National Women's Forum.

2017



Inaugural sorcery accusation-related violence workshop hosted

These events bring *Pacific Women* partners and other stakeholders together to share research and practical learnings on addressing sorcery accusation-related violence.

Pacific Women reaches 43,884 women and men, raising awareness of good leadership, human rights and how elections and voting works. The first Bougainville Young Women's Forum inspires and strengthens nine young women's associations. The Nazareth Centre for Rehabilitation holds the inaugural Male Advocates Forum in Bougainville.

The Autonomous Bougainville Government holds elections; and the Government of Papua New Guinea launches its National Child Protection Policy 2017–2027.

2018



Inaugural child protection partner workshop hosted

This was the first of an annual event with *Pacific Women* partners to improve understanding of risks and programming to protect children and others from sexual exploitation and abuse.

Pacific Women supports a gender-aware response to the Highlands earthquakes, prioritising protection needs of women and girls. *Bel isi* PNG is established, opening a new case management centre and safe house in Port Moresby. New investments promote women's sexual and reproductive health.

Key events for the country include Papua New Guinea hosting the Asia-Pacific Economic Cooperation meetings and the Highlands earthquakes. The Papua New Guinea Government launches its Medium Term Development Plan III (2018–2022).

2019



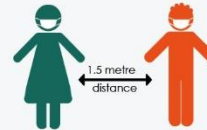
Disability inclusiveness partner workshop

Pacific Women partners and government stakeholders share learnings to improve disability inclusive programming.

New *Pacific Women* investments work to improve women's influence in political processes with a focus on sub-national levels. Communities affected by the Frieda River mine confirm women's representative positions in key decision-making forums.

The Government of Papua New Guinea endorses the three year European Union and United Nations Spotlight Initiative. A National Men's Forum in Mt Hagen encourages men to be actively engaged in finding solutions to gender-based violence.

2020



Pacific Women in Papua New Guinea Third Country Plan 2020–2022 approved

Pacific Women partners adapt to COVID-19 pandemic conditions, remain in operation and ensure women's interests and voices are represented in response and recovery planning. Gender-based violence services are recognised as essential services and gender-sensitive COVID-19 community awareness reaches 389,000 people.

Key events for the country include the opening of the new-look Gordon's Market in Port Moresby; and the declaration of the global COVID-19 pandemic. The Papua New Guinea Government publishes the Demographic and Health Survey 2016–2018, hosts the National Gender Based Violence Summit and establishes a Special Parliamentary Committee on Gender Based Violence.

2021



Australia's new Pacific region gender equality program design underway. Papua New Guinea bilateral program design to commence

Gender transformative approaches review published

This report shares *Pacific Women* partners' experiences to gender transformative change.

New *Pacific Women* investments support women's leadership, improve Family Support Centres' capacity and continue to support survivors of family and sexual violence access services effectively. Research is published on the use and impact of family protection orders, workplace responses to family and sexual violence and sorcery accusation-related violence.

The Government of Papua New Guinea conducts a parliamentary inquiry into gender-based violence.

1 Introduction

Through a 10-year commitment, Pacific Women Shaping Pacific Development (*Pacific Women*) connects more than 170 gender equality initiatives supported by Australia and implemented by over 160 partners across 14 Pacific Island countries.

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 people's 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 2012, an estimated 1.496 million women, men and children in Papua New Guinea have been able to access services and information through initiatives supported by *Pacific Women*.²² The Australian Government has supported 54 projects with 59 partners in Papua New Guinea with a \$116.839 million total commitment through *Pacific Women*.

Providing technical, capacity building, knowledge sharing and convening support to the portfolio of partners is the *Pacific Women's* Support Unit (Support Unit), established in 2015. The Support Unit's offices are in Port Moresby, Papua New Guinea and Suva, Fiji. *Pacific Women's* program in Papua New Guinea is its largest country program and the Port Moresby Support Unit works closely with the Australian High Commission in Papua New Guinea, grant partners (government agencies, civil society organisations, faith-based organisations and research institutions) and other stakeholders to support grant management and program implementation.

Country plans are the mechanism through which *Pacific Women* outcomes and activities are planned and agreed between the Australian and counterpart governments, following extensive national consultations. They provide detail on what will be funded and how these funding decisions are made. In addition to the activities supported through the country plan, *Pacific Women* also funds regional programs that conduct activities in Papua New Guinea. The achievements of these regional programs are reported separately, in *Pacific Women's* Annual Progress Reports.²³

Pacific Women in Papua New Guinea is implementing its Third Country Plan (2019–2022), which guides the final three years of the 10-year program. Consultations conducted from November 2018–May 2019 endorsed consolidating and sustaining *Pacific Women's* achievements as a priority for the Third Country Plan. In this final Country Plan, the focus is on embedding promising approaches and sharing learning across Papua New Guinea and the Pacific region.

Pacific Women supports projects, activities and approaches that individually and jointly contribute to a gender transformative approach that seeks to change harmful social norms, attitudes, policies and laws to promote and uphold gender equality. The Australian Government has committed \$30.6 million in the Third Country Plan to support the following outcomes:

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

²² In addition to the women, men, boys and girls included in the 'facts and figures' in Figure 9, the *Pacific Women* program reached women and men through voter education awareness in Bougainville and COVID-19 specific awareness. Partners also provided financial information, training and services to men and counselling, safe house and other support services to men and boys in response to family and sexual and extreme violence.

²³ *Pacific Women's* Annual Progress Reports are available on the program website: www.pacificwomenreport.org.

Pacific Women works closely with a number of national government departments and district administrations to support the implementation of the Government of Papua New Guinea's development priorities and gender equality commitments. *Pacific Women* supports the implementation of laws including the *Family Protection Act 2013* and the *Lukautim Pikinini Act 2015*. Each *Pacific Women* project aligns with at least one Medium Term Development Plan III (2018–2022) key result area. 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.

2 Purpose and Structure

This report gives the Government of Papua New Guinea, the Autonomous Bougainville Government, the Government of Australia and *Pacific Women* implementing partners an overview of activities and the performance of the *Pacific Women* program in Papua New Guinea. This is a cumulative report, providing information about *Pacific Women* in Papua New Guinea since the program's launch in August 2012, with emphasis on performance in the financial year July 2020–June 2021. The report is a key method of monitoring program progress against the design intentions and the Papua New Guinea Monitoring, Evaluation and Learning Framework.

- Section 3 provides summary data on *Pacific Women* in Papua New Guinea activities and funding across the program since it began.
- Section 4 presents key achievements of the program. This includes progress toward each of the long-term outcomes²⁴ and other achievements, such as the program's work on gender transformative approaches and capacity building, and partner responses to the COVID-19 pandemic.
- Section 5 documents how *Pacific Women* activities are contributing to achieving the Government of Papua New Guinea's policies, including the Medium Term Development Plan III (2018–2022).
- Section 6 discusses sustainability in light of the *Pacific Women* program's 10-year lifespan drawing to an end.
- Section 7 documents lessons learned from the program.
- Section 8 identifies the ongoing challenges and risks faced in the program and the program's recommendations to mitigate these risks.
- Sections 9 through 12 provide details on each activity underway during financial year 2021. These activity summaries provide an assessment of cumulative outcomes to date, drawing on partner reports to December 2020 and project evaluations.

Annexes to this report are intended to contribute to shared learning and coordination:

- Annex 1 provides a summary of all *Pacific Women* implementing activities. This Annex includes the total Australian Government funding, duration, location and contact details, including online links.
- Annex 2 shows the reach of *Pacific Women* activities, listing activities operating in each province.
- Annex 3 provides a summary of the assessment of progress against the *Pacific Women* in Papua New Guinea long-term outcomes included in the Papua New Guinea Monitoring, Evaluation and Learning Framework 2018.

²⁴ Papua New Guinea Monitoring, Evaluation and Learning Framework 2018 is available on the program website: <http://www.pacificwomen.org>.

- Annex 4 provides details of gender equality commitments made by the Government of Papua New Guinea. Where available, hyperlinks have been included to online sources for each document.
- Annex 5 shows the reach of *Pacific Women* projects, including how many projects work with rural communities and the different types of Papua New Guinean organisations benefiting from the program.
- Annex 6 lists relevant research and knowledge resources relevant to *Pacific Women* published in 2020.

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

3 Summary Data

3.1 Activities

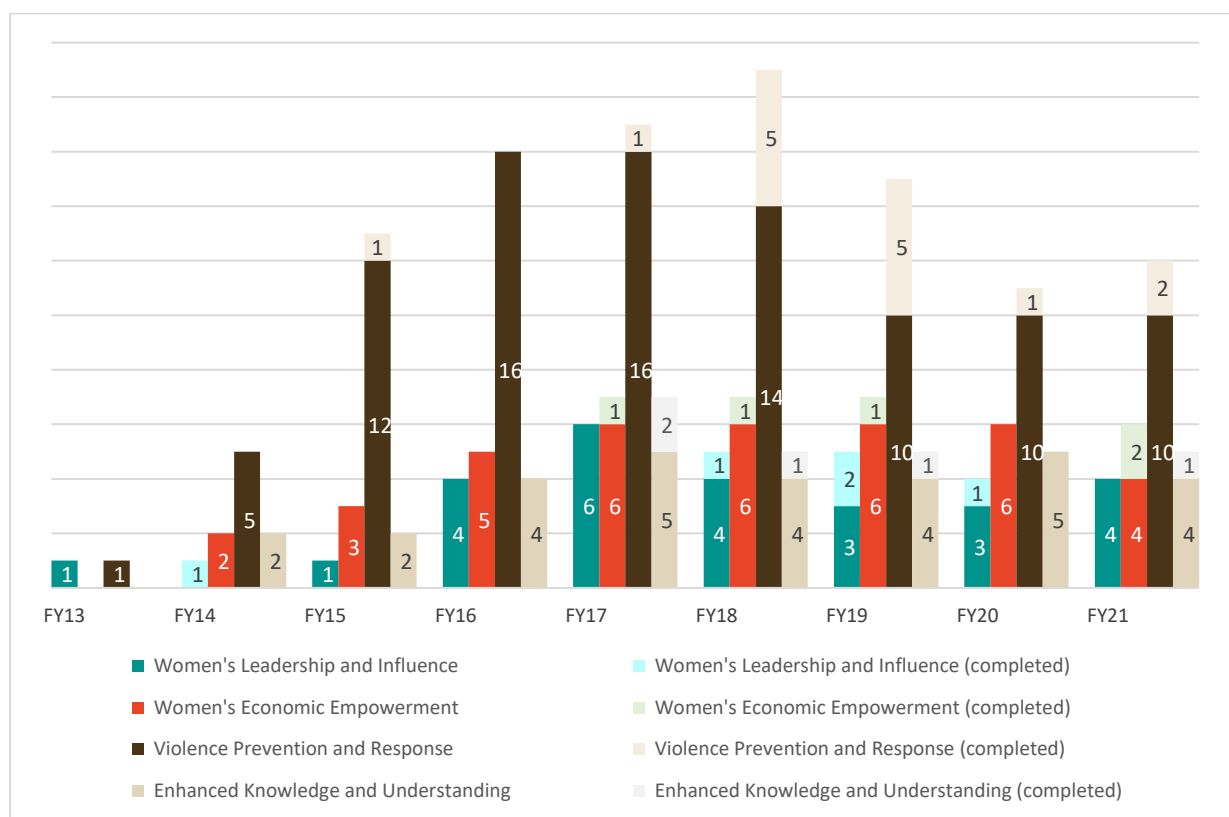
***Pacific Women* has invested in 54 implementing activities in Papua New Guinea since it began in August 2012.**²⁵ Annex 1 provides a complete list of implementing activities, including key partners, locations and key focus areas. Activities ongoing as at 1 July 2021 are bolded for easy identification. Annex 5 identifies the range and types of local organisations that *Pacific Women* activities worked with. These include, for example, 36 activities working with national department agencies, 34 activities working with provincial administration or health authorities and 29 activities working with local non-government organisations. The majority of activities (34) have been delivered in rural communities.

In financial year 2021, there were 22 *Pacific Women* implementing activities underway with 14 directly funded partners in Papua New Guinea. Three new implementing activities started during this period and five finished. There will be 23 ongoing implementing activities as at 1 July 2021.

Figure 4 shows the number of ongoing and completed implementing activities for each outcome in each financial year since *Pacific Women* commenced. Thirteen projects are due to end between July–December 2021.

²⁵ *Pacific Women* uses the term 'implementing activities' to describe projects that are implemented to achieve the outcomes of the program. The program also funds sundry activities, such as design missions, that are not counted as 'implementing activities'. Implementing activities include three multi-country research activities managed by the *Pacific Women* regional program that involved Papua New Guinea. The *Bel isi* PNG Research project is also included, funded by the Australian High Commission in Papua New Guinea's bilateral Economic program, which will contribute to the assessment of the effectiveness of the *Bel isi* PNG project. One of the 54 implementing activities included will begin on 1 July 2021.

Figure 4 Number of ongoing (base) and completed (on top) *Pacific Women in Papua New Guinea* implementing activities by outcome and financial year (FY13–FY21)



The majority of implementing activities (26) focused on preventing and responding to violence against women.²⁶ This focus of effort is due to the significant need: almost two-thirds of women have experienced violence by an intimate partner.²⁷ Under the Papua New Guinea-Australia Partnership, *Pacific Women* and the Justice Services and Stability for Development program are the two investments most directly supporting efforts in this area. The Justice Services and Stability for Development program works with law and justice sector agencies to build their capacity to respond to violence against women.²⁸ *Pacific Women* works with multilateral and non-government organisations on prevention initiatives to improve the quality and accessibility of support services and the national response to gender-based violence.

Pacific Women partners work with health and education sector service providers, police and village court officials. They work to promote women's safety in a diverse range of settings, including the workplace, markets and on public transport. Five projects are testing primary prevention community-based initiatives tailored to Papua New Guinean contexts. The pilot of *SASA! Together*, an internationally recognised best practice community prevention methodology, was forced to finish before it was fully implemented for reasons outside the control of the *Pacific Women* program.²⁹

Six implementing activities have resulted in the construction or rehabilitation of critical facilities, including Family Support Centres in four provinces, safe market accommodation in Port Moresby and the procurement of medical supplies to improve the quality and accessibility of services in the

²⁶ One of the implementing activities counted will start July 2021.

²⁷ The Demographic and Health Survey 2016–2018 found that 63 per cent of women between 15–49 years old who had ever been married reported experiencing violence from a spouse with 54 per cent reporting violence had occurred within the last 12 months. National Statistical Office Papua New Guinea and ICF (2019). Papua New Guinea Demographic and Health Survey 2016–18, p.293. Online reference is included in Annex 6.

²⁸ This included working with the Family and Sexual Violence Action Committee (FSVAC) to develop referral pathway resources and survivor advocates toolkits. The FSVAC was also a core *Pacific Women* partner and the resources and toolkits were shared and used by other *Pacific Women* partners as well. For more information on the Family and Sexual Violence Action Committee National Secretariat project, see Activity Summary 11.13.

²⁹ For more information on the *SASA! Pilot* project, see Activity Summary 11.12.

Southern Highlands. Emergency humanitarian support ensured that the protection from violence and other services were provided to women and children in the Highlands following the 2018 earthquakes and in response to the COVID-19 pandemic during 2020–2021. Three projects focused on preventing violence against children, including working with parents, a broad-based awareness program working with church leaders and working with school students and teachers on respectful relationships.

As a result of *Pacific Women's* long-term commitment, prevention and response-focused initiatives have been supported for an average of five years and have worked in eight provinces. As a result of these comprehensive and coordinated efforts over an extended period, positive changes in gender and social norms are happening.

There were fewer implementing activities focused on supporting each of the outcomes of: Women's Leadership and Influence; Women's Economic Empowerment; and Enhancing Knowledge and Understanding. In part, this reflected investments by other development sector partners in women's leadership and in inclusive economic growth. Many *Pacific Women* projects contribute to the outcome of Women's Leadership and Influence even if this was not an explicit outcome.

Of the 10 implementing activities primarily concerned with Women's Leadership and Influence, five have built women candidates' capacity and confidence to contest local and national elections, to represent their communities with competence and confidence in their existing elected or appointed roles and to educate voters on good governance and promote women as political leaders. Three projects have focused on building young women's leadership skills within their communities. One project has focused on ensuring women's participation and benefit in the specific context of negotiating mining agreements. One project demonstrated the inclusive benefits of women as leaders delivering community development projects across the Autonomous Region of Bougainville (Bougainville).

Two of the nine activities primarily focused on Women's Economic Empowerment initially included within the first Country Plan (2012–2014) – the CARE Coffee and Business Coalition for Women projects – are ongoing. Both projects contribute to multiple outcomes, are evidence based and have informed improving programming both within *Pacific Women* and beyond. Four projects focused on improving women's economic opportunities and empowerment within the agricultural sector and supporting women in the informal economy. Two projects focused on starting and growing women-led businesses. Financial literacy and basic business skills training for women was an important component of *Pacific Women* activities. Applying learnings from across the *Pacific Women* program, seven projects included an economic empowerment component.

The nine projects working toward the Enhanced Knowledge and Understanding outcome listed in Annex 1 are **dedicated research activities**. These research activities have contributed to the evidence base and have informed programming across each of the other three *Pacific Women* outcomes, plus regional and global knowledge bases. They have also contributed to building local gender research capacity.

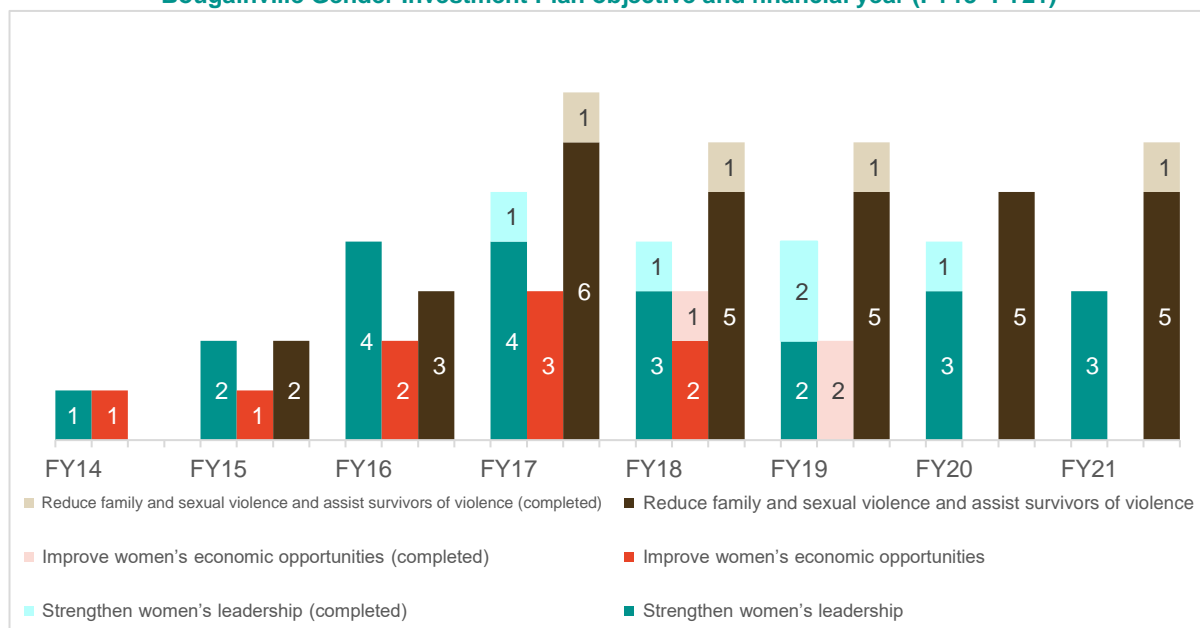
The Autonomous Bougainville Government, the Government of Australia and the Government of Papua New Guinea agreed the **Bougainville Gender Investment Plan (2014–2019)**. The former Australian Minister for Foreign Affairs and the former President of the Autonomous Region of Bougainville launched the Plan. The Plan guided the prioritisation of Australian support to achieve Bougainville's priorities to:

- Reduce family and sexual violence and assist survivors of violence.
- Strengthen women's leadership.
- Improve women's economic opportunities.

Pacific Women projects contributed to achieving the vision, mission and key indicators of the Autonomous Region of Bougainville's Policy for Gender Equality, Women's Employment, Peace and Security. Projects also supported the Bougainville Department of Community Development's Strategic

Plan 2017–2019. Figure 5 shows the number of ongoing and completed projects supporting Bougainville’s priorities in each financial year since *Pacific Women* began in Bougainville.

Figure 5 Ongoing (base) and completed (on top) *Pacific Women* implementing activities by Bougainville Gender Investment Plan objective and financial year (FY13–FY21)



Pacific Women has supported four implementing activities that worked exclusively in Bougainville and 16 others that worked in Bougainville and elsewhere. Activities that have worked in Bougainville are shaded for easy identification in Annex 1.³⁰ In financial year 2021, there was one ongoing activity operating exclusively in Bougainville.³¹ A further eight activities work in both Bougainville and other locations, with one of these activities finishing during the financial year. There will be seven activities ongoing in Bougainville as at 1 July 2021.

Eight activities in Bougainville primarily contributed to an **increase in women receiving family and sexual violence services, improvements in the quality of those services and an increased number of referrals between services**. This includes campaigns to end violence against children and sorcery accusation-related violence, activities to promote the improved uptake of sexual reproductive health services and research into the use and impact of family protection orders. The *Pacific Women's* longest running and most significant support is to the Nazareth Centre for Rehabilitation (Nazareth Centre) to provide four safe houses; and to support an expanding network of women human rights defenders and male advocate providing community counselling, access to justice services and medical referrals in all three regions of Bougainville.

Seven activities in Bougainville contributed to building **women's confidence, skills and knowledge, increasing the acceptance of women in leadership roles**. Involvement in projects that promoted young women's leadership and women-led organisations and groups delivering development projects has created pathways to organisational and political leadership for women participants.

Five activities contributed to **improving women's economic empowerment opportunities** in Bougainville, with two of these activities being research-focused projects. Projects have applied the findings of the Do No Harm Bougainville report, released in 2018. That study concluded that to achieve real change for women's economic empowerment, projects must challenge gender norms

³⁰ For accountability, *Pacific Women* shared separate reports on its performance against the Gender Investment Plan objectives with the Autonomous Bougainville Government annually 2017–2019, available on the program website: www.pacificwomen.org.

³¹ The ongoing activity is the Gender Justice and Healing project, for more information see Activity Summary 11.5.

and practices in the context of marital relationships and the power imbalances in the other dimensions of women's lives.³²

3.2 Funding

As at 30 June 2021, the total commitment for *Pacific Women* activities in Papua New Guinea over the life of the program is \$116.839 million. *Pacific Women* in Papua New Guinea bilateral funding accounts for \$100.509 million (86 per cent). The remaining \$16.33 million (14 per cent) has been secured from other Australian Government funding sources. These sources include \$4.46 million from the *Pacific Women* regional program (including \$0.9 million co-funding through the Pacific Girl initiative), \$8.67 million from the Gender Equality Fund and \$3.2 million from other Australian Government bilateral programs in Papua New Guinea.

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

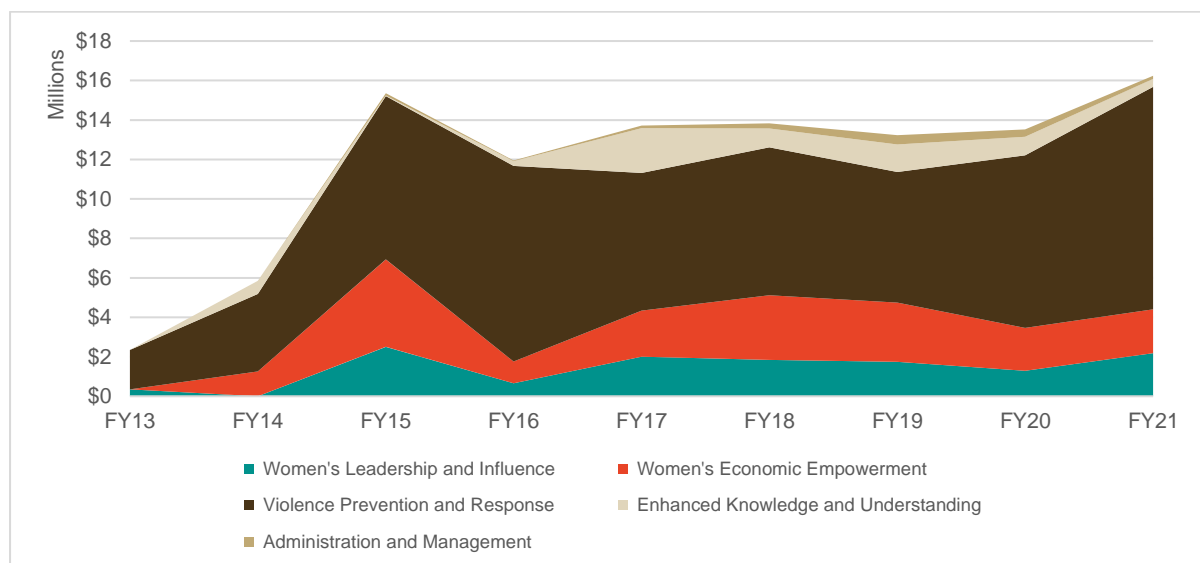
Table 1 *Pacific Women* contracted commitments through the First (2012–2014), Second (2014–2019) and Third (2019–2022) Papua New Guinea Country Plans

Outcome Areas	Number of activities	Bilateral funding (AUD million)	Additional funding (AUD million)	Total funding (AUD million)	% Total Commitment
Women's Leadership and Influence	10	13.598	2.639	16.238	14%
Women's Economic Empowerment	9	19.340	1.885	21.225	18%
Violence Prevention and Response	26	59.766	10.349	70.115	60%
Enhanced Knowledge and Understanding	9	6.062	1.458	7.520	6.5%
Administration and Management		1.742		1.742	1.5%
Total	54	100.509	16.330	116.839	100%
Per cent of total commitment		86%	14%		

Over \$13.82 million of bilateral funding is committed to activities that operate in Bougainville. *Pacific Women* has substantially exceeded the commitment of \$4 million over five years expressed in the Bougainville Gender Investment Plan (2014–2019).

Figure 6 shows the expenditure per outcome in each financial year since *Pacific Women* began, including commitments to the end of financial year 2021.

³² More information on the Do No Harm Research project is available in the *Pacific Women* in Papua New Guinea Performance Report 2018–2019 at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2018-2019/>.

Figure 6 Expenditure by outcome each financial year (FY13–FY21) in AUD millions

Pacific Women in Papua New Guinea program expenditure to 30 June 2021 is \$106.067 million. This includes funding from other Australian Government sources of \$16.33 million (15.4 per cent). The *Pacific Women* regional program funds most of the administrative operations of the Support Unit and so these costs are not included within these Papua New Guinea expenditure figures.

The Support Unit has directly managed an increasing proportion of funding since it was established in Papua New Guinea in 2015, primarily through managing grants with implementing partners. This rose from 24 per cent in financial year 2016 (the first full financial year the Support Unit was operating) to 77 per cent in financial year 2021. The increase in the proportion of funds managed by the Australian High Commission in financial year 2021 reflects the increase in funding to UN Women to support the Papua New Guinean national response to COVID-19 pandemic and primacy of protecting the needs of women and girls.³³ The Support Unit assists 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.

Prioritisation of funding toward **Preventing and Responding to Violence against Women** was confirmed during the review of the Second Country Plan and retained in the Third Country Plan. The proportion of funding committed to these activities is 60 per cent overall. During financial year 2021, 69 per cent of the \$16.239 million expenditure was committed to this outcome. This reflects, in part, prioritisation of the protection of women and girls from abuse and exploitation and continuing access to gender-based violence and health services in response to the COVID-19 pandemic.

The proportion of funding committed to activities primarily focused on achieving the **Women's Economic Empowerment** outcome overall is 18 per cent. During financial year 2021, 14 per cent of the \$16.239 million expenditure was committed to achieving this outcome. This includes an ongoing commitment to support the Women's Business Resource Centre in Port Moresby on its path to becoming a locally registered technical and vocational education training centre for entrepreneurship.

The proportion of funding committed to activities primarily focused on the **Women's Leadership and Influence** outcome overall is 14 per cent. During financial year 2021, 13 per cent of the \$16.239 million expenditure was committed to achieving this outcome. This includes an increased focus on supporting women's leadership, including young women, in their communities and in existing representative roles in advance of the 2022 national elections.

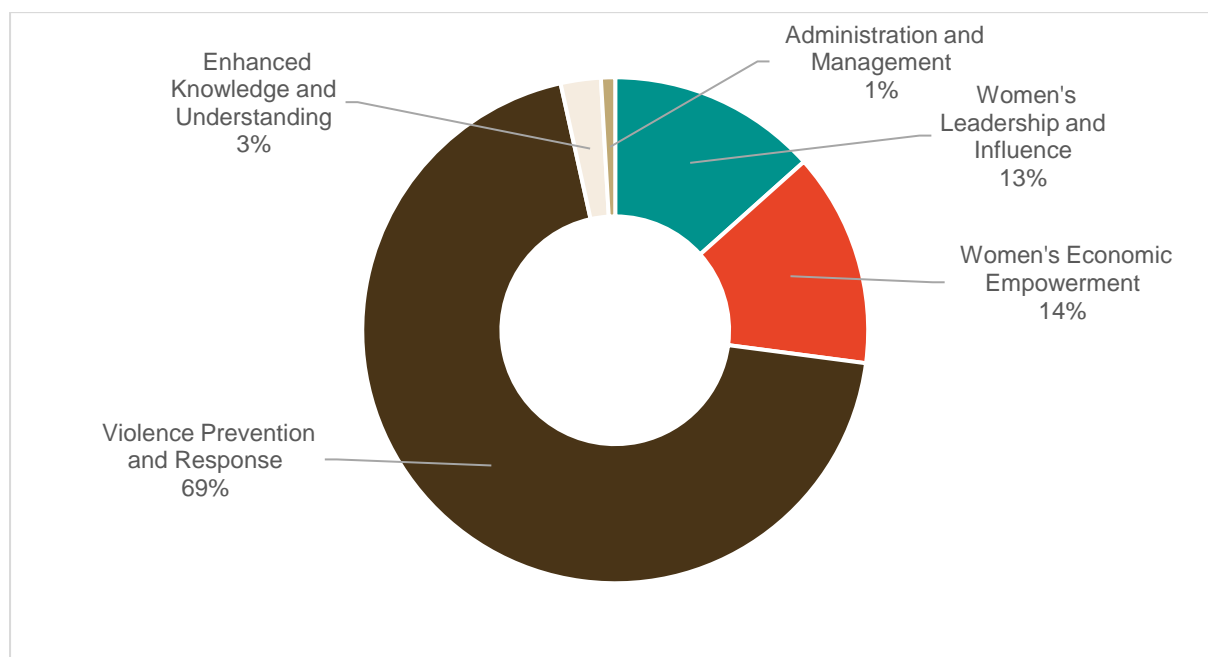
³³ In financial year 2020, the Support Unit directly managed 90 per cent of *Pacific Women* funding in Papua New Guinea.

The proportion of funding for the **Enhanced Knowledge and Understanding** outcome covers research activities included in Section 10 and monitoring and evaluation, capacity building and learning initiatives managed by the Support Unit. Overall, these activities account for 6.5 per cent of expenditure across the program. During financial year 2021, three per cent of the \$16.239 million expenditure was committed to achieving this outcome. The reduced proportion of funding attributed to this outcome in the current financial year is, in part, due to the cancellation of regular ‘lunch and learn’ sessions and the Annual Learning Workshop in April 2021 due to the COVID-19 pandemic. During March 2019–June 2021, the Support Unit managed a participatory review into gender transformative approaches in Papua New Guinea with 12 *Pacific Women* implementing partners. The review contributes to the local, regional and global knowledge of what works to transform gender norms.

In financial year 2021, the Australian Government contribution to the *Pacific Women in Papua New Guinea* program is \$16.239 million. Of this, the Australian Government’s Gender Equality Fund provided \$1.2 million and the *Pacific Women* regional program provided \$295,000. The remaining \$14.743 million came from *Pacific Women* in Papua New Guinea bilateral funds.

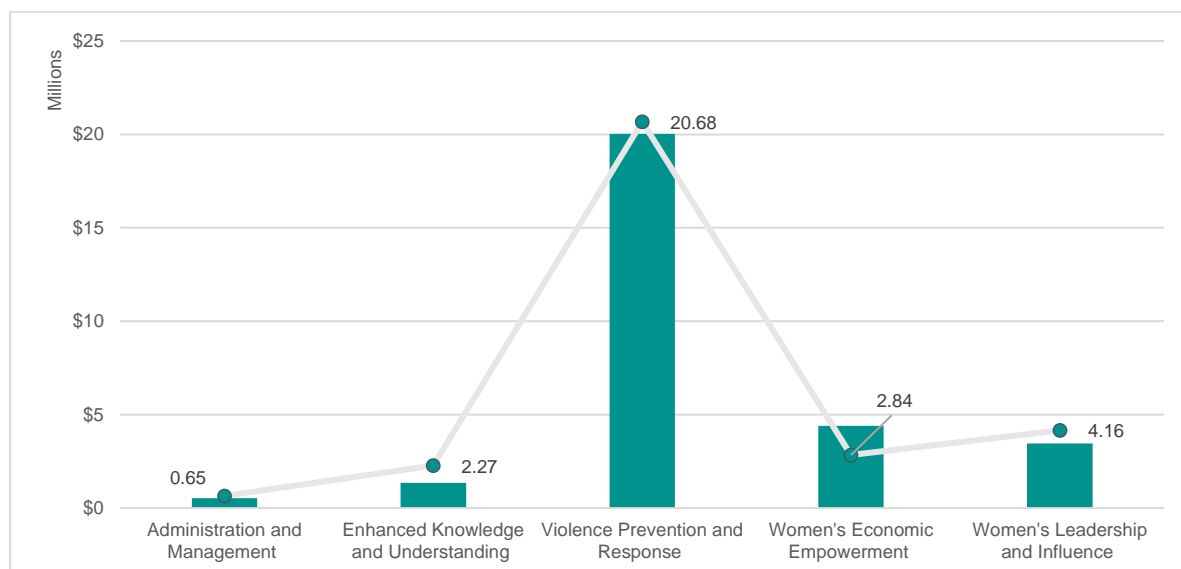
Figure 7 shows the proportion of expenditure of *Pacific Women* in Papua New Guinea for financial year 2021 for each outcome.

Figure 7 Expenditure (per cent) in FY21 by outcome



The Government of Papua New Guinea formally approved the Third Country Plan (2020–2022) in February 2020. It includes a planned commitment of an additional \$30.6 million over the final three years of the program. Program expenditure by 30 June 2021 amounts to 97 per cent of the Third Country Plan commitment.

Figure 8 shows expenditure so far against Third Country Plan commitments, which are labelled for each outcome.

Figure 8 Expenditure to June 2021 toward Third Country Plan commitments by outcome

3.3 Facts and Figures

Over the life of the program, *Pacific Women* has supported partners to reach at least 1,496,000 women, girls, men and boys in Papua New Guinea.³⁴ Activities have been delivered in 20 of 22 provinces including the National Capital District and Bougainville.³⁵ This includes 389,733 women, girls, men and boys who have participated in COVID-19 prevention awareness and hygiene advice sessions.³⁶

Since July 2020, *Pacific Women* partners have reached an estimated 413,598 women, men and children, including providing crisis services for 3,258 women and girls and 814 men and boys experiencing violence and child abuse. A further 69,581 women, men and children participated in awareness raising, advocacy and outreach activities to end violence against women. Support to take up leadership positions benefited 613 women; and 255 women participated in financial literacy, business skills training or had access to financial services. At least 99 more men actively promoted ending violence against women and women's access to services.



³⁴ While every effort has been made to avoid double counting, the cumulative reach numbers may include people that have been reached through more than one activity and that person would then be counted more than once. Most partners that offer violence response services only count clients once, even if they are repeat clients or receive multiple services. In addition to the women, men, boys and girls included in the 'facts' and figures' in Figure 9, the *Pacific Women* program reached women and men through voter education awareness in Bougainville and COVID-19 specific awareness. Partners also provided financial information, training and services to men and counselling, safe house and other support services to men and boys in response to family and sexual and extreme violence.

³⁵ While no projects were delivered in Gulf or Manus Provinces, the national Women in Leadership Support project involved intending women candidates from both Gulf and Manus Provinces and the Family and Sexual Violence Action Committee is helping to set up a Kikori District Family and Sexual Violence Action Committee in Gulf Province.

³⁶ *Pacific Women* partners took opportunities to ensure that COVID-19 prevention awareness participants were also informed of the gendered impacts of the pandemic and integrated non-violence messages and information on available services for survivors of violence. An estimated 49,235 people participated in combined gender and COVID-19 awareness sessions.

Figure 9 presents a snapshot of data collated from activity reports for projects funded by *Pacific Women* in Papua New Guinea since the program began in August 2012 through to December 2020.

Figure 9 Cumulative facts and figures of *Pacific Women* in Papua New Guinea August 2012–December 2020



Data on *Pacific Women's* reach was collected more systematically following the establishment of the Support Unit in 2015. Figure 10 provides reach figures for different types of activities up to June 2017 and for each subsequent financial year.

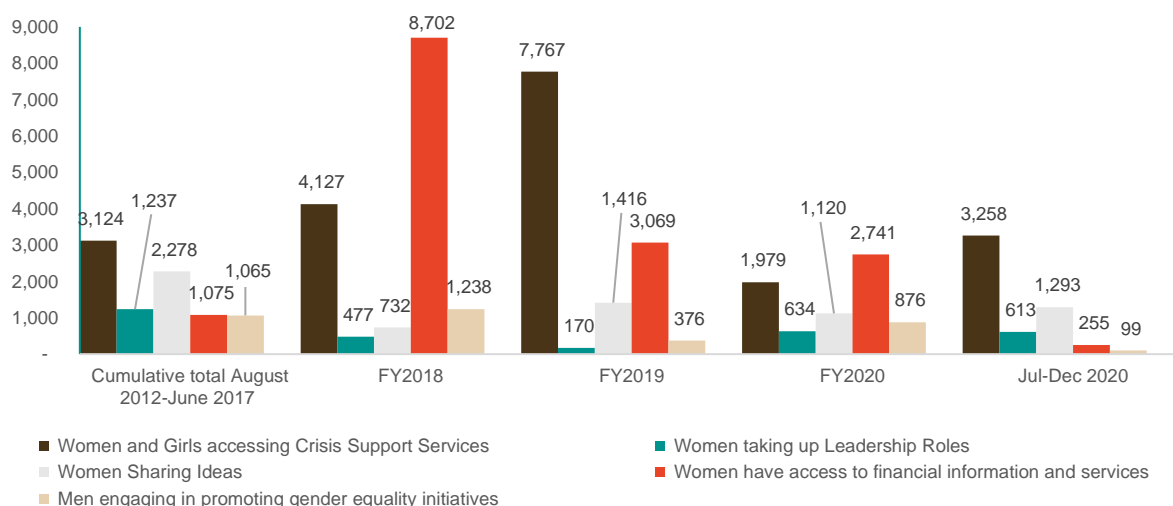
Figure 10 Types of activities of *Pacific Women in Papua New Guinea* by financial year FY2018–FY2021

Figure 10 above demonstrates the early and ongoing focus on providing crisis support services for women and girls. Overall, *Pacific Women in Papua New Guinea* has supported 20,255 women and girls and 2,218 men and boys to accessed crisis support services, the majority in response to intimate partner violence.

The increase in financial year 2018 reflects the prioritisation of emergency services for women and children in response to the Highlands earthquakes in 2018.³⁷ *Pacific Women* support ensured that 5,303 women and girls had access to urgent health, psychosocial and safety services and reproductive health and dignity kits. These services did not exist in these locations prior to the earthquakes. As a result of *Pacific Women's* investment, the Government of Papua New Guinea agreed for the first time to a code of conduct to prevent sexual exploitation and abuse. This code of conduct was updated and endorsed by the National Control Centre for use in the COVID-19 emergency response and by the Papua New Guinea COVID-19 Taskforce.³⁸ While access to crisis support services dropped during the state of emergency (March–June 2020) as a result of the COVID-19 pandemic, *Pacific Women* partners reported an increase in clients from July 2020.³⁹

In 2017, *Pacific Women* invested in expanding financial literacy training to almost 8,000 women (and over 7,000 men) in Yangoru-Saussia District in East Sepik Province through an existing Microfinance Expansion Program.⁴⁰ Informed by the Do No Harm Research findings from 2018, Women's Economic Empowerment activities concentrated on addressing gender norms and practices within families and combining financial knowledge and business skills with other gender empowerment efforts.⁴¹ Examples include the work with women and men within families to address barriers to women's control over assets and participation in decision making; savings training linked to financial institutions to open bank accounts and apply for loans; and the establishment of village savings and loans associations. While this approach reduced the overall number of women accessing financial literacy training, (explaining the decline in numbers in Figure 10), it ensured that women were supported to exercise new skills in practice and that over 1,000 men participated in financial skills

³⁷ This support was through the *Gutpela Sindaun* project. More information on this project is available in the *Pacific Women in Papua New Guinea Performance Report 2018–2019* at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2018-2019/>.

³⁸ The code of conduct was updated to better capture child protection principles, survivor centred support and the key principles for providing humanitarian aid. It also provided more specificity on vulnerable groups and the meaning of exploitation and abuse in the context of COVID-19. For more information on the COVID-19 Protection project, see Activity Summary 11.10.

³⁹ For further discussion, see Section 4.4 Key Achievements: Violence Prevention and Response outcome.

⁴⁰ More information on the Financial Literacy Training project is available in the *Pacific Women in Papua New Guinea Performance Report 2017–2018* at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2017-2018/>.

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

training through activities that also promoted sharing family decision making and workloads. Linking financial skills and opportunities with other activities in longer-term projects resulted in measurable improvements in economic empowerment.⁴²

Pacific Women support for 3,131 women to take up leadership positions has been broadly focused. This includes women sponsored by their employers to earn a Certificate IV in Leadership and Management or participate in executive level training. It also includes women trained as activists, human rights educators, youth advocates and mobilisers, working in their communities to reduce violence against women and improve the uptake of modern contraceptives and family planning services. Three projects provided training to intending women candidates in the lead up to the 2013 and 2019 local level government elections, 2017 and 2022 national elections and the 2020 Bougainville general election. It also includes training to build the confidence, knowledge and competence of women in elected or nominated positions within government administrations.⁴³

An important feature of *Pacific Women* has been progressively engaging meaningfully with men in efforts to shift harmful gender norms. Partner reporting indicates the program has actively engaged with approximately 3,654 men in gender equality efforts. This includes male advocates trained by the Nazareth Centre, community activists trained through the *SASA!* Pilot, *Kommuniti Lukautim Oi Meri* (communities caring for women and girls) community mobilisers, *Sanap Wantaim* (stand together) youth leaders and Equal Playing Field's changemakers. These men all participate in multiple and reinforcing trainings on gender sensitisation, human rights, family and sexual violence and child abuse. They are supported to advocate with peers and within their communities to reduce violence against women and children, to refer survivors to appropriate support services, to promote respectful relationships between women and men and girls and boys. They work with women human rights defenders, activists and mobilisers and in women-led human rights defender organisations.

This figure also includes six male chief executive officers who have been leading cultural changes within their organisations, supported by the Business Coalition for Women or as partners or subscribers to the *Bel isi* PNG public-private partnership. The number of new male advocates was lower in July–December 2020 period as the *Pacific Women* partners focused on activities with existing male advocates (not recruitment) as projects draw to the end of their funding.⁴⁴

Pacific Women has hosted and supported a number of forums which have provided opportunities for Papua New Guinean women and men from across the country to come together, share ideas and experiences and to learn from each other. Overall, 6,839 women and 2,444 men have attended these types of events since the program began. Over 1,400 people have attended the *Pacific Women* Annual Learning Workshops and regular 'lunch and learn' sessions between 2015–2019. The learning forums provided networking opportunities, ensured that research, knowledge and resources were widely disseminated and shared beyond individual projects. The events strengthened links between *Pacific Women* partners and broader stakeholders, increased the visibility of Papua New Guinean women, women's groups and their expertise, amplified the shared sense of purpose to end violence against women and children and increased women's leadership and economic empowerment opportunities.⁴⁵

Pacific Women partners have conducted community awareness and outreach activities reaching 1,049,678 people since the program began. Figure 11 provides the numbers of people reached up to June 2017 and for each subsequent financial year.

Activities promote positive social gender norms to prevent violence against women and children. Outreach activities complement other project activities to increase the use of crisis support services. Outreach and awareness activities seek to reduce the high rates of acceptance of violence against

⁴² For further discussion, see Section 4.3 Key Achievements: Women's Economic Empowerment outcome.

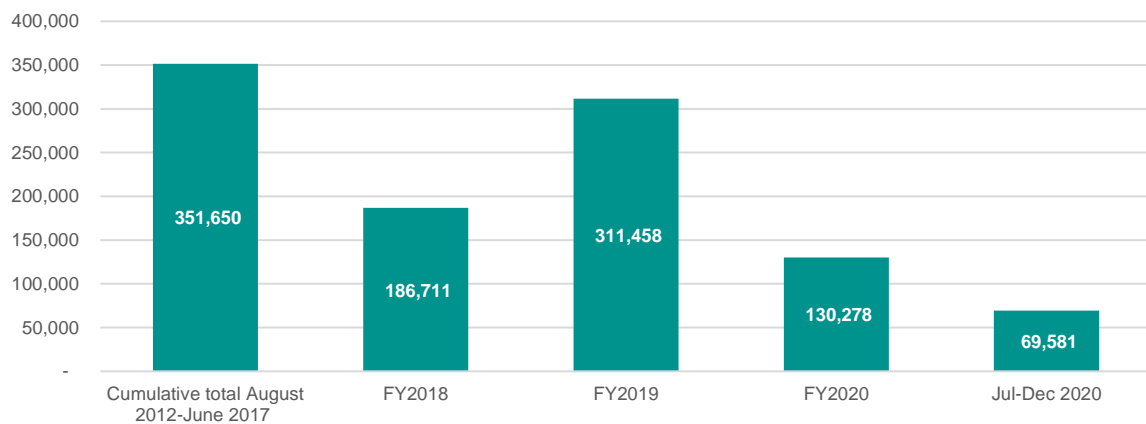
⁴³ For further discussion, see Section 4.2 Key Achievements: Women's Leadership and Influence outcome.

⁴⁴ For further discussion, see Section 4.1 Key Achievements: Influencing gender transformative approaches in Papua New Guinea.

⁴⁵ For further information see Section 4.9 Key Achievements: Increased Coordination with Other Sectors and Programs.

women, to increase women’s access to, and community support for survivors to use, crisis support services. These activities improve participants’ understanding of gender issues, knowledge of laws relating to family and sexual violence, human rights, children’s rights and sorcery accusation-related violence, as well as available crisis support services and how to access them. Outreach is conducted in a variety of ways: one-on-one discussions; home visits; peer and single-sex group activities; and via larger community and media activities.

Figure 11 Number of community outreach and awareness participants by financial year FY2018–FY2021



The increased reach in financial year 2019 reflects, in part, the End Violence against Children Campaign which ran until December 2018. This campaign reached 357,394 women and men in activities specifically designed to raise awareness to end violence against children. Activities took place in schools, churches and community events in collaboration with faith-based organisations and government partners. Advocacy to end violence against children led to the Government incorporating preventative services into the National Child Protection Policy (2017–2027).

The spike in financial year 2019 also reflects the broad-scale outreach and awareness to promote the protection of women and children from abuse and exploitation during the humanitarian response and recovery following the Highlands earthquakes from February–December 2018. In this same financial year, the *Inap Nau* (enough now) youth-focused campaign expanded its roll out in the Eastern Highlands and East Sepik Provinces, Femili PNG expanded its community outreach activities in Morobe Province and *Bel isi* PNG began in Port Moresby with awareness for subscribing company employees.

Large scale community events were curtailed March–June 2020 in response to the COVID-19 pandemic and the state of emergency lockdowns. This accounts for the reduced reach numbers in financial year 2020 and those reported to December 2020.

4 Key Achievements

4.1 Influencing Gender Transformative Approaches in Papua New Guinea



As a result of *Pacific Women's* long-term commitment to partners' efforts, gender transformative change is happening. Families, communities and businesses are exploring gender roles and relationships; and how these affect daily life and work. Behaviours harmful to women and girls have been identified and decisions have been made to act differently.



A participatory review of gender transformative approaches used in Papua New Guinea was conducted in 2019–2020 with 14 *Pacific Women* partners. Partners identified eight features of their work that have been key to achieving gender transformation in Papua New Guinea.



The *Pacific Women* What Works for Gender Transformative Approaches in Papua New Guinea document was written for local and international organisations that want to develop gender transformative change projects or to bring about gender transformation in any sector in Papua New Guinea.⁴⁶

During 2019–2020, the *Pacific Women* Support Unit brought together 14 partners for a participatory review of gender transformative approaches used in Papua New Guinea. Gender transformative approaches aim to reshape gender norms and create more gender equitable relationships by seeking to make visible and change the underlying conditions causing gender inequities. These approaches are distinguished from gender neutral approaches (which do not take gender into account, that is, they are 'gender blind') and gender sensitive approaches (which recognise and may adjust to the different needs and constraints facing women and men, but do not aim to transform these power relations).⁴⁷

Below is a summary of the key learnings from *Pacific Women* partners about what supports gender transformative programming in Papua New Guinea and some changes seen as a result.

Gender transformation is more likely to be achieved when it is an explicit and deliberate aim of projects. *Pacific Women* partners' project designs are based on gender transformative or women's empowerment frameworks which make clear that gender transformation is the goal. These frameworks all acknowledge that to achieve gender equality it is necessary to address barriers and strengthen factors that promote gender equality operating at individual, family, community and society levels.

Gender transformative work aligns with rights-based approaches as they both seek to effect individual, community and institutional change in line with human rights principles.

Transforming women's and men's attitudes and behaviour to gender relations is a long-term undertaking. The discussion and negotiation of power dynamics within a community or organisation takes time to be safely explored, understood, tested and adopted. This requires change at both individual and collective levels. It needs careful and dedicated support to avoid doing harm. Consistency and repetition of core messages and activities that reinforce the benefits of gender equality enable

Global evidence of scaling up development activities indicates that there are no shortcuts to transformative change.

⁴⁶ *Pacific Women* Support Unit (2021), above note 14.

⁴⁷ *Pacific Women* and several partners, including International Women's Development Agency, draw on the Rao and Kelleher Gender at Work framework: A. Rao and D. Kelleher (2005). Is there life after gender mainstreaming? in *Gender and Development*, 13(2), pp.57–69. Available at: https://genderatwork.org/wp-content/uploads/2017/10/Is-There-Life-After-Mainstreaming_Gender-and-Development_Rao_AD_Kelleher_ARTICLE.pdf.

individuals, families and community leaders to change behaviours sustainably. They become the new norm, rather than exceptional behaviours. Strategic alliances between individuals, communities and civil society organisations supporting transformative change depend on trust and may take years to establish.

For example, the FHI 360 *Kommuniti Lukautim Oi Meri* project worked intensively over six years with women and men, service providers and government officials in Western Highlands and West Sepik communities to reduce violence against women and increase uptake of family planning options. As a result of this sustained and evidence-based approach, the project has measured statistically significant decreases in intimate partner violence in Western Highlands target communities. In West Sepik, there have been measurable increases in the uptake of modern contraceptives by families.

Pacific Women partners prioritise the participation of women and/or girls as change agents.

Gender transformative approaches recognise women and girls as equal actors with decision making roles and as implementers, not just as ultimate beneficiaries, or passive participants. *Pacific Women's* long-term commitment of funding, technical resources and regional and international networking increased the exposure and confidence of individual women, expanded the reach and organisational capacity of their organisations and accelerated the achievement of outcomes.

Pacific Women sought out and partnered with local, women-led human rights organisations and women leaders with credibility within their communities.

For example, the Nazareth Centre has nurtured a network of 2,260 women human rights defenders, including 191 young women leaders, since 2015. Women human rights defenders are supported through skills training and regional and Bougainville-wide forums to promote shared learning and networking. An independent evaluation in 2019 found transformative changes at individual and community levels through the collective action, networking and mutual support among women human rights defenders; and collaboration between women human rights defenders and male advocates. Women report feeling safer, that they are accorded more respect and that there is less acceptance of violence against women.

Consistent with global best practice,⁴⁸ *Pacific Women* partners integrate activities that purposefully engage men in awareness and reflection on how their lives are influenced by unequal gender norms. Partners encourage men to identify more positive ways of 'being' a man that result in sharing power with women and reducing violence against women and girls.

Changes in gender relations require men, as well as women, to change. In *Pacific Women's* experience, this most typically occurs when women and men work together toward shared goals.

Consistent with the emerging international evidence included in the National Gender Based Violence Strategy, *Pacific Women* partners found that group interventions provided opportunities to challenge gender inequalities and the power dynamics between women and men. *Pacific Women* projects variously targeted students or youth and relationship-level interventions, such as families or parents. They engaged both women and men in group interventions. Attention is given to measuring changes in how couples or families interact at relational levels and what changes are reported by each member of the couple or within families.

Pacific Women partners found recognising, respecting and working with existing leadership structures and social networks is an effective strategy, as long as it includes negotiating to ensure women's active participation as change agents, recognising the power structures that disadvantage them.

For example, Kafe Urban Settlers Women's Association (KUSWA) and community leaders initiated community intervention meetings with gang leaders in Eastern Highlands Province to discuss the

⁴⁸ International Center for Research on Women (2018). *Gender Equity and Male Engagement: It Only Works When Everyone Plays*. Available at: https://www.icrw.org/wp-content/uploads/2018/02/ICRW_Gender-Equity-and-Male-Engagement_Brief.pdf.

issue of highway roadblocks and the violence being perpetrated in their communities. They identified changes they could make and sustain within their communities.

It is important to work with credible partners and local change agents. Achieving ‘buy in’ to change behaviours is essential, whether projects are working with government, the private sector, households or communities. *Pacific Women* found it effective when working with the private sector and government departments to start with companies and departments receptive to change; and take the time to build relationships with a transparent agenda of gender transformation, especially with those that could have an influential impact. For example, by working with CARE to address organisational barriers to women’s access to services, training and workplace safety, coffee export companies gained valuable specialty market accreditation.

When working at community level, engaging local community leaders and government officers who have common interests, local knowledge, experience and credibility as change agents is an effective strategy. There are also tangible benefits for these leaders to participate, because they gain knowledge and skills that they can use in their existing roles and positions.

Alignment of change agents’ personal values with the values of the project is important in challenging gender norms.

Peer and role model approaches are effective in oral cultures like Papua New Guinea, where women and men learn more effectively by seeing and engaging. *Pacific Women* has successfully adopted these approaches in relation to farmers, sports clubs and youth groups as a strategy for disseminating new skills and behaviours. For example, it was seeing the positive changes in income, assets and reduced family conflict of village community educator families involved in the Family Farm Teams project that led to the wider community uptake of better agricultural and family farm team practices.

Gender transformative change requires working across multiple levels of society. Barriers to gender equality exist at an individual level: in women’s and men’s expectations of themselves, their personal skills and their attitudes. They play out in spousal and family relationships and expectations and in what is considered acceptable behaviour by others – women and men – in communities and organisations. The consequences of gender inequality also manifest in formal structures such as policies and laws that enable (or not) women’s access to resources, services and participation in political and community decision making.

The UN Women Safe City project built the agency of market vendors (80–90 per cent women) to engage with city authorities. At the same time, the project built the institutional environment by working with city market authorities to build their knowledge and adoption of more inclusive market management practices and infrastructure.

A complementary *Sanap Wantaim* ‘new normal’ behaviour change campaign targeted existing high rates of violence in public spaces with a positive vision of the city that was safe for women and girls and therefore safe for everyone.

Pacific Women partners found efforts to transform gender relations were more effective when they worked across multiple levels – individual, family and relationships, community and institutional – and when they adopted mutually reinforcing strategies.

For example, adopting a multipronged and transformative approach to gender issues and violence against women and girls in markets resulted in a significant improvement in market management and an increase in the safety, hygiene and comfort of vendors and customers. Incidents of ethnic violence and violence against women and girls inside participating markets declined and women’s sense of collective power and ability to negotiate their interests increased.

***Pacific Women* partners build on existing protective customs and practices.** *Pacific Women* partners ensure that gender dynamics and the implications of unequal gender relations are made visible and included in community and organisational discussions. Projects find entry points for community discussions through religious beliefs and cultural practices that value women’s contributions to the clan, the family and to community and church networks. Adapted to the specific context in which they work, *Pacific Women* partners: identify positive values or common interests; facilitate reflection on the negative gendered consequences of some existing customary practices;

demonstrate the benefits of greater gender equality; and support communities or organisations to identify actions consistent with the positive values and interests that will support women's access to resources and/or services and their contributions in public and private spheres and minimise the identified harms.

For example, as part of its work with coffee farming families, CARE helps participants consider the issue of bride price as part of its family business management training in the context of managing and prioritising household and family business expenses. These discussions often lead to reflections on the harm caused by domestic violence to families and communities and the responsibility for helping survivors.

In the case of belief in sorcery, the payment of 'bride price' and harsh parenting practices, *Pacific Women* partners approach issues in ways that encourage women and men either to rethink the beliefs and practices and their consequences; or to reflect on more positive or supportive values that the practices have served for families and communities in the past.

In the case of private sector organisations, common interests that have provided entry points for discussions leading to organisational cultural changes have included: reducing business costs; increasing productivity and effectiveness; accessing speciality markets; meeting international diversity quotas; workplace health and safety approaches; being an employer of choice; and acting as a good corporate citizen.

Tailored gender capacity building is essential. *Pacific Women* partners found that investing in resources and time for staff and local partners to reflect on their own knowledge, skills, behaviours and values pertaining to gender norms was essential. As experts in their context – and as key change agents – staff and local partners are more effective when they are able to use local examples of gender power issues and to develop strategies, provide training and adapt tools to the local context and audience.

It is important that project implementers regularly support local facilitators' knowledge of training materials and project values to reinforce key concepts, continue to build skills and maintain personal commitment. While insider-led changes are effective as a sustainability strategy, it is also necessary to maintain assurance of the fidelity to evidence-based methodologies and gender concepts.

In accordance with good community development practice, *Pacific Women* partners produced and pre-tested training and other materials and implementation tools collaboratively with local trainers. This ensured key messages were accurately described in *Tok Pisin*, well understood by local trainers and that the intended meanings were conveyed.

To take account of low literacy levels, *Pacific Women* partners developed and contextualised picture-based materials and experiential learning tools, such as role plays and games-based training methods. For example, *SASA!* tools and materials were adapted to integrate issues specific to the Papua New Guinea context, such as bride price and polygamy. They were translated into *Tok Pisin* and *Motu* languages and tested to ensure that the key concepts can be accurately translated into the language of the target communities (*Tok Ples*). Culturally relevant images (clothing, faces and situations) were tested to ensure that they conveyed the intended meaning and did not reinforce harmful gender and power stereotypes.

Using learning tools that require few or easily accessible local resources was effective in enabling participants to share the learnings and concepts with others in their family or community.

4.2 Women's Leadership and Influence outcome



Women and girls are active change agents. They are exercising their voice with government and in their communities to ensure that women's interests and needs are prioritised in emergency response and recovery planning. *Pacific Women* is seeing increasing support within communities for women in leadership roles.



Pacific Women investments are supporting women to form and strengthen associations as an effective 'collective' voice – building skills and confidence of women to take up leadership roles in their communities and in the private sector.

***Pacific Women* is on track to achieve its Women's Leadership and Influence long-term outcomes.**

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

Pacific Women prioritises the participation of women and/or girls as change agents. *Pacific Women* has supported women and girls to exercise their voices in community and government decision-making forums: as individuals, through informal coalitions and by forming or strengthening formal associations. The National Gender Based Violence Strategy was an outcome of widespread consultations with women and women's organisations.

***Pacific Women* is ensuring that women's voices, interests and needs are prioritised in the Government's COVID-19 response and recovery planning.** Advocacy, including by *Pacific Women* partners, through the national Protection Cluster and the Bougainville Joint Agency Task Force on COVID-19 resulted in the prioritisation, and mainstreaming, of the protection of women, children and vulnerable populations in the COVID-19 response:

- The State of Emergency Controller recognised gender-based violence services as 'essential services' and staff as frontline workers for COVID-19 vaccination prioritisation.
- The National Control Centre and the Papua New Guinea COVID-19 Taskforce endorsed the Prevention of Sexual Exploitation and Abuse Code of Conduct for All Workers in Emergencies for this, and future, emergency responses.
- Prevention of sexual exploitation and abuse priorities and needs have been integrated into the Papua New Guinea COVID-19 Humanitarian Response Plan and other response plans.
- Gender-based violence and child protection referral pathway information is included in all COVID-19 frontline training materials for health workers.
- To mitigate the disproportionate harms to women market vendors and on food security, capital city markets remained open and national guidelines were issued setting minimum standards to keep markets clean and prevent the spread of COVID-19.

In Bougainville, the Nazareth Centre, along with others, lobbied Bougainville's State of Emergency Controller to ensure women's representation and voice in decision-making forums, including the disaster management committee. In addition, representatives of seven local women's organisations involved in the COVID-19 response formed a new working group. To increase support for women's participation in decision making, the working group produced a radio voter education series to promote women's full, equal and meaningful participation in leadership and decision making in political and public life.

Sixteen *Pacific Women* projects have supported women to form or strengthen existing associations to increase the sense and reality of collective power to exert influence and negotiate their position and interests.

Training has included practical skills in organising; conducting meetings; keeping records; leadership; and

With *Pacific Women's* assistance, 20 Market Vendor Associations have been registered, with over 77 women executives and close to 4,500 (majority women) members.

negotiating. Through Market Vendor Associations, previously marginalised women vendors developed a collective identity. Through the multi-stakeholder Market Management Committees, women obtained a voice in market management for the first time. The Governor of National Capital District, Powes Parkop described the transformation of the status of vendors ‘from producers selling their surplus in the markets into businesswomen who are retailers’.⁴⁹ In 2019, the Wewak Market Association petitioned local authorities about the safety and hygiene of markets and treatment of vendors. Members reported that, as a formalised association, they feel more confident that local authorities may listen to their issues and concerns.

The Women and Extractives project helped women from seven separate and difficult-to-access villages come together as the Frieda River Women’s Association. Association executives act as a conduit for information to women in the village and represent the interests and positions of village women in formal mining development negotiations. With *Pacific Women* technical support, Frieda River women leaders developed a position paper outlining women’s and girls’ expectations regarding community mining agreements to be used during the Development Forum negotiations.

Members of the Frieda River Women’s Association reported a significant increase in their confidence to speak up in public forums, to self-organise and to advocate for their shared position.

In Bougainville, nine Young Women’s Associations have been formed. These Associations provide opportunities for young women to put into practice organisational and leadership skills. In recognition of the need to meet the different interests of young women and their capacity, the Bougainville Women’s Federation created space for young women to represent their voices and interests on the Federation’s executive and in district federations.⁵⁰

Women are exercising their voice in community decision-making forums, including within coffee cooperatives, village savings and loans associations and communities more broadly.

As community activists, mobilisers and peer educators, women, young women and girls are being supported to organise, educate and advocate to: reduce violence against women; increase the uptake of sexual and maternal health services; access crisis support services; remove legal barriers and improve the enabling environment for women’s participation in the economy through policy reform; and achieve women’s representation in parliament. Women are leading human rights marches, working with peers, making recommendations and petitioning parliament.

The diverse range of *Pacific Women* partners and the long-term commitment to promoting gender equality and women’s empowerment has maintained these issues on the national agenda.

The establishment of the Special Parliamentary Committee on Gender Based Violence in November 2020 and the Government’s commitment in February 2020 to establish a Human Rights Commission were outcomes of consistent lobbying at multiple levels by a range of stakeholders, including *Pacific Women* partners.

The Lae City Authority is installing lighting in markets and around bus stops in response to a petition calling on the city to improve women’s safety – and the safety of all – following the safety audit conducted with *Pacific Women* support.

Women are exercising their voice in national forums to advocate for women’s political leadership.

Following the National Gender Based Violence Summit in November 2020, 21 women issued a media statement with recommendations for urgent actions to address gender-based violence, including equal voting and speaking rights for women and promoting access to the same level resources as male counterparts in all levels of political leadership. Women candidates and their supporters have made similar calls for action and recommendations since the 2017 national election. In 2018, a number of

⁴⁹ UN Women (2019). *Evaluation of the ‘Port Moresby: A Safe City for Women and Girls Programme’*, p.68. Available at: https://www.dropbox.com/s/090hwnywcd7d30k/UNWomen_Port-Moresby-Evaluation-WEB.pdf?dl=0.

⁵⁰ Young Women’s Associations have been formed in Buin, Kieta, Wakunai and Torokina and in the community government areas of Hagogohe, Tonsu, Haku, Malasang and Tsitaloto in North Bougainville.

Pacific Women partners including young women and men through the *Sanap Wantaim* initiative made submissions to the Constitutional and Law Reform Commission's conducted a review of electoral laws and systems. The review included options to increase women's representation in parliament. The annual Women's Forums also provided opportunities for women across public and private sector, church and civil society to learn and share and to promote women political representation.⁵¹ In Bougainville, the Women Make the Change project brought together women (and men) who contested the August 2020 elections to reflect on their experiences. These candidates developed 16 recommendations to address priority areas of concern for women contesting elections. Recommendations relate to: improving the electoral process; providing additional candidate training; helping strengthen women candidates' campaigns; and addressing funding challenges. It is hoped the recommendations will be submitted to the Bougainville Executive Council for consideration ahead of the next community government elections due in 2021.

Bougainville contestants submitted 16 key recommendations to the Secretary of Department for Community Development to improve women's political participation in Bougainville.

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 of issues of gender-based and sorcery accusation-related violence and promoting respectful relationships between girls and boys, 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.

Sanap Wantaim youth advocates reported transformational changes in their own lives and have taken up ongoing leadership roles in their communities as gender equality advocates.

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 build 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 evidence of increasing family and community support for women in leadership roles in their communities, in government and in the private sector.

Women have skills and confidence to take up leadership roles. *Pacific Women* has supported over 3,000 women to take up leadership positions. These include women taking on more responsibility and being promoted in the private sector. By February 2021, 62 organisations and 38 public sector agencies or civil society groups had invested in women as supervisors and managers by sponsoring them to study the Certificate IV in Leadership and Management.⁵² Since 2015, 187 women have graduated and 34 women are currently enrolled in the course.

A 2021 post-training survey showed 68 per cent of Certificate IV graduates earned pay rises and 47 per cent were promoted following graduation.

Forty- six women contested the 2020 Bougainville elections representing an increase in the absolute numbers of women contesting and maintaining women as 10 per cent of all candidates from the 2015 elections. For the first time, two women contested for the position of President. This indicates the increased confidence of women to seek political leadership. Four women won seats, including an

⁵¹ More information on the Women's Forum is available in *Pacific Women* in Papua New Guinea Performance Report 2019–2020 available at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2019-2020/>.

⁵² Of the 62 sponsoring organisations, 58 are private sector companies. The others are development sector programs and partners which have sponsored participation from government agencies, and provincial authorities.

open seat and the three regional seats reserved for women. Two of the four women members of parliament have been appointed to the Ministry. Three of four winning candidates participated in political leadership training provided by *Pacific Women* partners. The Hon Theonila Roka Matbob's story below explains. The training has built women's understanding of their electoral context, and knowledge and confidence to develop competitive campaign strategies.

Pacific Women trained 21 of the 46 women candidates in the 2020 Bougainville general election in political leadership.

While no women were ultimately successful in the 2017 national election, the numbers of women candidates in that election also increased in absolute terms and as a percentage of candidates. A quarter of women candidates in the national election participated in training to prepare for running in elections. Those who participated consistently placed higher and, on average obtained a greater overall vote share, than those who did not attend the training.

Bougainville is one of two sub-national administrations that reserved seats for women – the Motu Koita Assembly in the National Capital District is the second with two reserved seats for women. Bougainville also has parity of representation at the community government level. At the 2017 local elections, 34 communities elected women human rights defenders as their ward representatives and 16 communities elected male advocates trained by the Nazareth Centre through the Gender Justice and Healing project. In addition, 23 women executives from the Inclusive Development project were elected as ward representatives. This indicates women's increased skills and confidence as a result of engagement in development activities to take on leadership roles and communities' trust and respect in these women as their representatives.

An end of project evaluation found the Young Women's Leadership project was highly successful in strengthening young women's confidence and leadership skills, as well as increasing their voice in local and regional government affairs.⁵³ A cohort of young women are putting their skills into practice in communities and with the Bougainville Women's Federation. They are sharing skills and information with their peers and taking up community and political leadership positions. The skills gained in finance and business management have had a positive impact on young women's lives and on their families. This has included marginalised groups who benefited through increased income, self-sufficiency, self-respect and support from their communities.

In 2018, 36 young women participants in the Young Women's Leadership project moved into leadership roles within their churches, wards, health and education sectors in their communities.

***Pacific Women* creates opportunities for women to exercise organisational and leadership skills.** Village savings and loans associations established through the CARE Coffee project provide women with opportunities to practice their leadership and decision-making skills as part of five-member management committees. In mixed membership associations, at least three of the five management committee members must be women.

Women leaders in savings and loans associations demonstrate increased confidence in fulfilling their management roles and shared that they are now speaking up confidently in other contexts.

The Young Women's Leadership project provided opportunities for over 120 young women to practice organisation, leadership and decision making skills. The young women formed and are leading nine Young Women's Associations and organised Young Women's Leadership Forums in 2017 and 2018. The 2018 forum hosted 180 participants, including 14 Pacific peers. A young women's

Bougainville Women's Federation incorporated Young Women's Associations in its national and district decision-making structures. The executive committee and each district federation has young women representatives.

⁵³ Jane Cousins (2019). *Young Women's Leadership Project End of Project Evaluation*, International Women's Development Agency. Available at: https://pacificwomen.org/wp-content/uploads/2019/10/IWDA_BWF_YWLP_YWLP_Evaluation_2019.pdf.

caucus was established with representatives from all Bougainville districts involved in the project. The Bougainville Women's Federation adapted its structures at district and executive levels to enable young women to participate in leadership roles. Five young women took up leadership roles in the Bougainville Women's Federation national and district decision making structures. One young woman was elected to the Bougainville Women's Federation Board and others employed as project officers with the Federation.

Family and community support for women to take up leadership positions is increasing. The Inclusive Development project funded 126 projects across all 43 community government areas in Bougainville and built local capacity for women's leadership and influence between 2011–2018. It applied the model of using women's groups to build the stocks of small-scale, community-level public goods and social capital. In these roles, women proved they were capable of leadership. This increased the women's confidence to take on leadership roles and increased the communities' trust and respect in women as their representatives. In a beneficiary survey conducted in 2018, 82 per cent of villages in which grants were implemented reported a significant positive change in their perception of the role of women in their community. The review of the CARE Coffee village savings and loans association pilot also found increased acceptance of women as money managers and equal decision makers among association members' families and communities.

Women in the Inclusive Development project were fully responsible for the procurement of materials, arranging assistance with building construction and managing finances.

The 2019 evaluation of the Young Women's Leadership project found a 'virtuous circle' was evident, in which young women's participation in the development of their communities leading positive change has demonstrated their potential for leadership and is being recognised and supported by community members.⁵⁴ In 2017, eight young women contested the community government elections. While none were elected, two placed second and all reported they would contest again. In 2018, one young woman was appointed as a ward committee member for the Arawa urban community government.

Young women participating in the Young Women's Leadership project reported being more confident and said that they were identified as leaders in their own communities.

The CARE Coffee project supported companies to develop and implement policies and practices enabling women to move into management and leadership roles. Two of the project's export partners have hired more women as extension officers, promoted more women into management positions and developed extension service protocols to support women farmers.

⁵⁴ Cousins (2019), above note 53, pp.5-6.

The Hon Theonila Roka Matbob's story

The Hon Theonila Roka Matbob, Bougainville's Minister for Education, was the only woman to win an open seat in the 2020 election – and only the second woman to ever win an open seat in Bougainville.

Ms Matbob shared how the knowledge gained through UN Women's Women Make the Change project funded through *Pacific Women* contributed to her campaign success. The project supports women's leadership at all levels of decision making in political and public life and works to increase the perception of women as leaders.⁵⁵

In June 2020, Ms Matbob attended a Women Make the Change workshop on political leadership for women candidates. The workshop provided valuable information on how to: develop a campaign; create a communications plan; engage voters; and identify fundraising sources, as well as basic information on preventing the spread of COVID-19.

'The workshop was very educational. I learned from the experiences shared in Africa where digital campaigning was used during campaigns,' Ms Matbob said. 'The workshop enabled me to develop my campaign speech, which was then recorded...and shared via mobile phones.'

'Most of the youths in my community were not attending rallies to listen to my campaigns. However, the short videos reached the youth through their mobile phones... and helped me with the election.'

Inspired by what she learned in the workshop, Ms Matbob decided to create short videos that could be circulated using an App called SHAREit, which is commonly used by people in Bougainville to share videos. As a result, she was able to gain the support of people with low literacy levels and people living in areas she was not able to travel to in person.

While this occurred later in the electoral cycle, she attributed part of her success to the strategies she learned through the Women Make the Change project.

⁵⁵ For more information on the Women Make the Change project, see Activity Summary 9.2.

4.3 Women's Economic Empowerment outcome



Pacific Women programs expand opportunities for women to earn an income and accumulate economic assets. Women and their families increase financial literacy, budgeting and savings skills. Women have more access to business training and support to run businesses; and the environment for entrepreneurship is stronger.



Pacific Women investments increase 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. They have more opportunities, plus the business and technical skills and confidence to undertake economic activities.



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.

***Pacific Women* is on track to achieve its Women's Economic Empowerment long-term outcomes.**

Women have increased economic opportunities and use them

The Medium Term Development Plan III goal to increase women's economic empowerment recognises it is fundamental to achieving inclusive sustainable economic growth. Eighteen *Pacific Women* projects have contributed to this long-term outcome by addressing financial inclusion barriers, developing business and farming skills and increasing women's access to credit.

***Pacific Women* is increasing women's financial inclusion through skills training, information and services.** Eleven *Pacific Women* projects have provided financial literacy and budgeting skills training, including supporting the Pacific Adventist University to develop a games-based financial literacy and basic business skills training which has been widely used by *Pacific Women* projects.⁵⁶

The National Financial Inclusion Strategy recognises that women are significantly less financially empowered than men with very high levels of financial exclusion, even where financial services are available.⁵⁷ *Pacific Women* addresses the fundamental challenges to increasing financial inclusion for women (and men), especially those working in the informal economy and in agriculture. These efforts also contribute to Papua New Guinea's goal of growing the small and medium enterprise sector.⁵⁸

Pacific Women projects have trained 15,842 women (and 8,109 men) in financial literacy skills. Five projects connected trainees with financial institutions to open bank accounts. The Family Farm Teams project partnered with MiBank to provide financial literacy skills training for village community educators and trained local MiBank agents.⁵⁹

At least 35 new bank accounts were opened in Family Farm Teams Highlands project sites.

⁵⁶ Pacific Adventist University's training was developed in partnership with the Family Farm Teams project. *Pacific Women* provided additional financial support for delivery of the skills training beyond Family Farm Teams project and to pilot and publish the facilitator's manual. The *Business Training for Family Teams – A Facilitator's Manual* is available at: <https://www.canberra.edu.au/research/faculty-research-centres/csc/family-farm-teams-program/family-farm-teams-resources/PAU-Business-Skills-Facilitators-Manual.pdf>.

⁵⁷ Centre for Excellence in Financial Inclusion (2016). *Papua New Guinea National Financial Inclusion Strategy 2016–2020*. Available at: <https://thecefi.org/wp-content/uploads/2019/01/2nd-NFIS-CEFI-PNG.pdf>.

⁵⁸ Papua New Guinea Ministry of Trade Commerce and Industry (2016). *Papua New Guinea Small and Medium Enterprise Policy 2016*. Available at: <http://www.smecorp.gov.pg>.

⁵⁹ Pamphilon, Mikhailovich, Gwatorisa and Harri (2017). Highlands Hub Report: Developing farming families through training and development activities, pp.15–16. Unpublished.

Budgeting components of financial literacy skills training have led to new attitudes to the management of money and savings. Ninety per cent of Highlands village community educators and 79 per cent of village community educators from the Islands project sites reported regularly budgeting; and more than 80 per cent of village community educators reported saving money as a result of the Family Farm Teams project.⁶⁰ Financial literacy training and banking services had a transformative effect for women in the informal economy.

Women market vendors increased their savings by over 500 per cent and men increased savings by 50 per cent following financial training.

To increase the access to credit, especially for rural communities, two projects piloted village-based informal savings groups approaches.⁶¹ Financial literacy and family business management skills are foundational training for CARE's village savings and loan association members. By December 2020, 16 village savings and loans associations were active. Members – women and men – report increased numeracy and confidence in financial management. A review identified an emerging culture of savings among members enabling longer-term productive investments and increased income.⁶²

Pacific Women is increasing women's knowledge and opportunities to start and grow a business. Through engagement with the Women's Business Resource Centre over 2,000 women reported an increase in knowledge on how to start or grow a business. Women report having accessed finance, increased their income and/or increased the number of employees.

By engaging with the Women's Business Resource Centre, 233 women expanded their businesses.

Entrepreneurial Ecosystem project support to four universities has resulted in three completely new entrepreneurship courses starting with 190 students.⁶³ The Pacific Adventist University has established an innovative School of Business Cooperative on its Port Moresby campus. The new Cooperative will help eligible students from its new entrepreneurship degree program to execute their business plans by loaning out start-up capital. Divine Word University launched its graduate-level entrepreneurship specialisation for its Master in Business Administration program in January 2020. Universities are actively promoting women's enrolment in these courses and of the first 118 students enrolled 47.5 per cent were women.

Fifty-nine Pacific Adventist University entrepreneurship students have formally registered their businesses and opened a bank account.

The CARE Coffee, Family Farm Teams and *Kirapim Kaikai* projects have supported farming families to improve farming practices and diversify their income sources. The 'business of farming' training component of the Family Farm Teams project introduced families to a planned approach to farming: where crops are grown for regular income and harvest times are planned. Farmers who have adopted this approach are now selling whole harvests, not just small surpluses. In the Highlands project sites, the majority of village community educators significantly increased their usual income as a result.⁶⁴ The CARE Coffee project helped farming families

The percentage of farmers participating in the Family Farm Teams project planning their production increased from 27 to 71 per cent as a result of the project.

⁶⁰ Barbara Pamphilon (2019). *Final Report: Improving opportunities for economic development for women smallholders in rural Papua New Guinea*, ACIAR, p.41. Available at: https://aciarc.gov.au/sites/default/files/project-page-docs/final_report_asem.2014.095_0.pdf.

⁶¹ The Family Farm Teams project trialled a savings club in Hahalis ward in Bougainville. The 30 families involved saved over PGK60,000 in the first cycle. Pamphilon (2019), above note 60, p.41. The examples in the text are from CARE Coffee project. For more information, see Activity Summary 10.1.

⁶² Josie Huxtable (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, pp.14-15. Unpublished. Contacts for access is included in Annex 6.

⁶³ Of the initial 118 students, 47.5 per cent were women. Sex disaggregated figures for all 190 students enrolled by December 2020 were not available.

⁶⁴ Reported incomes had increased in the Western Highlands eight times, 7.5 times in Jiwaka and 2.6 times in Eastern Highlands since the Family Farm Teams project began. Pamphilon (2019), above note 60, p.71.

diversify income sources by introducing beekeeping. By December 2020, 11 model farming families in Eastern Highlands Province had sold 229 kg of high quality honey, earning PGK2,294.

The CARE Coffee project worked extensively with coffee industry exporters and the Coffee Industry Corporation to increase women's access to and benefit from extension services. Coffee industry partners have incorporated the family business management training approach and extension officers now apply more inclusive and participatory approaches, including practical demonstrations and activities that reinforce the value of working as family groups. Households in which women participate in extension training have higher coffee productivity and their income from coffee was 22 per cent higher than households in which women did not receive training.⁶⁵

Women's participation in coffee extension training increased from five per cent in 2014 to 30 per cent in 2019.

In Bougainville, young women applied their increasing confidence and new skills in understanding gender equality, budgeting, good leadership, organising and facilitating workshops to gain formal employment and start their own livelihoods projects. Young Women's Associations in Kieta and North Bougainville mobilised groups of young women into small cooperatives. They provide loans or start-up money. This has expanded the membership base of Young Women's Associations and resulted in positive impacts for some of the most marginalised young women in Bougainville, including single young mothers and young women with disabilities.

Pacific Women is increasing access to credit, enabling women to use new skills and opportunities. Through the *Kommuniti Lukautim Ol Meri* project, participants were connected to a financial institution and provided financial literacy and basic business skills training. By 2021, 232 community members (195 women and 37 men) had opened bank accounts and 22 had successfully applied for loans.

Twenty-two women accessed small loans between PGK1,000–PGK5,000, totalling PGK43,500.

Informal, village-based savings groups provided finance for women to try new income-generating enterprises such as raising livestock or on vegetable gardens.⁶⁶ Women members in particular report material and economic benefits from being part of these groups. For most women members, this is the first time they have been able to access small amounts of credit suited to their needs and repayment abilities. Village savings and loans associations continued to save during 2020. Members report they were the only avenue for loans to support their families during the 2020 COVID-19 lockdown periods and to restart their activities when restrictions were lifted.

Between 2018–2020, 16 village savings and loans associations supported by CARE cumulatively shared out PGK174,385.

Four *Pacific Women* projects providing support to survivors of violence also provide livelihood training and/or business start-up kits to help survivors of violence to start income generating activities to sustain themselves and support their children. Femili PNG has provided 109 clients with business start-up kits through its case management centres in Lae and Port Moresby since they opened.

⁶⁵ Household coffee productivity was higher among households where women had received training. Average parchment coffee productivity increased 33 per cent among women who received training, coffee cherry productivity increased by 26 per cent, and green bean productivity increased by 51 per cent. CARE (2018). Business Case for Women's Economic Empowerment in the Coffee Industry in PNG. Unpublished. Contacts for access are included in Annex 6.

⁶⁶ G. Koczberski, T. Sharp, J. Wesley and S. Ryan, (2019). *Village Savings and Loans Association: Eastern Highlands Province, Papua New Guinea. Preliminary Report*. Curtin University, p.20. Online reference is included in Annex 6.

Helen's Story

In 2019, Helen wanted to start her own business in Port Moresby, using her experience in sewing instruction and business administration. But she did not know where to begin.

Helen was introduced to the Women's Business Resource Centre (the Resource Centre). There she gained the confidence and skills to launch a thriving small business and empower women in her community with entrepreneurial skills.⁶⁷

'The Resource Centre opened my eyes, my heart and my mind. Joining the Resource Centre, attending sessions and networking improved my communication skills, built my confidence and really helped me come out of my shell,' Helen explained.

Established in 2016 by the Center for International Private Enterprise, the Resource Centre has provided access to technical training, workshops, networking and mentoring opportunities, onsite workspaces and childcare for over 4,000 women.

The Resource Centre creates opportunities to learn from local and international experts who would otherwise be unavailable for women entrepreneurs in Port Moresby. 'The Resource Centre sessions have been an eye-opening experience... I learned a lot during the business workshop and put what I learned into practice,' Helen said.

Helen is now the owner of a small tailoring, arts and crafts business and continues to benefit from the Resource Centre's support and services. Equipped with improved financial management skills, 'my business has grown financially because of my better bookkeeping,' Helen explained.

As her confidence and business acumen grew, Helen was inspired to support other women in her community. She joined a local women's empowerment-focused association, *Hahine Durua* (Helping Women), and was elected as Vice-President. Helen now teaches members of the association the entrepreneurial skills she learned through the Resource Centre.

The Resource Centre has become an international model of good practice for nurturing women's entrepreneurship and supporting women's economic empowerment. Similar initiatives, informed by the Papua New Guinean model, have been launched in Afghanistan, Jordan and Guatemala.

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

Local research and global best practices are clear: to achieve economic empowerment, women not only need access to resources, women need to have the power and agency to make life choices.

Pacific Women investments support projects to challenge gender norms and practices to promote more equitable workloads and decision making within families. The common elements of family-based approaches include: supporting family members to recognise each member's contribution to the holistic family well-being; providing husbands and wives with opportunities to see and practice good communication skills and sharing decision making; setting family goals together; and working on strategies to achieve these goals. Foundational financial skills and business training activities reinforce working as a family team or family business. Over 1,000 men have participated in financial skills training and other activities that promote sharing family decision making and workloads.

CARE Coffee project research found a ten-point increase in women's empowerment for women participating in the project between 2016 (29 per cent) and 2018 (39 per cent).

⁶⁷ For more information about the Women's Business Resource Centre as part of the Creating an Entrepreneurial Ecosystem for Women in Papua New Guinea project, see Activity Summary 10.3.

Evaluations of both the CARE Coffee and Family Farm Teams projects have found the approach has improved women's ownership of assets, increased their role in household decision making and led to men taking on more household responsibilities. There is evidence this approach has led to increased recognition of wider benefits of women having a voice within the family and community. Village savings and loan association members report increased acceptance within families and communities of women as money managers and equal decision makers.⁶⁸ In the Highlands Provinces, before participating in the training, most farmers said they did 'very little' decision making about money with their partners. Afterwards, a majority reported that they 'always' made joint decisions.⁶⁹

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

Woman farmer, CARE Coffee

In addition to improving women's control and decision making within families, the CARE Coffee project works with four coffee cooperatives and the village savings and loans associations to ensure that women are key decision makers in the running of these groups.

The evaluation of the Young Women's Leadership project found that families and communities valued young women's sound financial management and tendency to focus on community development. Young women's status and decision making within their families increased as a result of financial management skills and starting livelihood projects.

Women have increased access to safe working conditions

With support from *Pacific Women*, the public and private sectors have increased women's access to safe working conditions – ranging from markets to offices – and safer public transport.

The private sector is acting to make workplaces safer for women. It is estimated that 54 businesses or organisations have adopted policies or practices based on tools developed and provided by the Business Coalition for Women. The Business Coalition has supported four companies to apply gender-smart safety audits that seek out women's perspectives on workplace safety and addressing constraints to women's participation in non-traditional sectors.

At the inaugural National Gender Based Violence Summit in November 2020, four business leaders shared their experiences of how their organisations are addressing the issues and making their workplaces safer and more inclusive for women.

Bank of South Pacific (BSP) is a founding partner and subscribing member of *Bel isi* PNG. The BSP Group Family and Sexual Violence Policy applies not only in Papua New Guinea, but in all six Pacific Island countries in which the bank operates. In 2020, BSP started a Survivors Support Network for staff to support each other. The *Bel isi* PNG project has reached 3,961 employees with workplace awareness sessions since September 2018. The project provides briefings to secure leadership support and sessions for managers and supervisors to deepen understanding of the impacts of family and sexual violence.

Organisations are leading on safety from the top.

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. One impact of corporate leadership is that more employees are feeling confident and seeking help including, in some cases, men.

The Managing Director of *Bel isi* subscribing company, Steamships Trading Company, included a discussion on family and sexual violence at the annual general meeting for all subsidiaries.

⁶⁸ Huxtable (2020), above note 62, p.23.

⁶⁹ Pamphilon, Mikhailovich, Gwatorisa and Harri (2017), above note 59, pp15–16.

Governor for the National Capital District, Powes Parkop has been a leading government advocate for the *Bel isi* PNG initiative and to end violence against women in the city and the nation. Governor Parkop's leadership was instrumental in the Government of Papua New Guinea establishing a Special Parliamentary Committee on Gender Based Violence and facilitating the inaugural three-day National Gender Based Violence Summit for parliamentarians and over 700 delegates in November 2020.⁷⁰

Market designs and operations are meeting women's safety and hygiene needs. UN Women's work with market duty bearers in Port Moresby, Wewak in East Sepik Province and Alotau in Milne Bay Province has increased safe working conditions in markets. The introduction of women only buses and work with the Public Motor Vehicle Associations in Port Moresby and Lae in Morobe Province, has increased women's access to safer public transport.

An evaluation found overwhelming evidence that Gingoada's *Meri Seif* and *Meri* bus services improved women's and girls' safety on buses.

The Safe City project evaluation found that introducing inclusive market governance arrangements had increased safety, hygiene and comfort of vendors and customers.⁷¹ Vendor associations ensured women were included as partners in design of new market infrastructure and facilities. Water, sanitation and hygiene facilities were developed through a gender lens and with the reduction of violence against women and girls in mind. Vendors reported a decline in ethnic violence and violence against women and girls inside the markets; and an increase in women's sense of collective power and ability to exert influence and negotiate their position and interests.

New markets transformed spaces from chaotic, 'no go' zones into more secure spaces for women vendors.

UN Women developed guidelines for operating markets safely within the COVID-19 context. The guidelines provide local authorities with a set of minimum standards and operational actions to keep markets clean and to prevent the spread of COVID-19. The State of Emergency Controller issued the guidelines to be applied nationally in June 2020.

⁷⁰ The Summit was substantially funded through the Spotlight Initiative and private sector sponsors.

⁷¹ UN Women (2019), above note 49, p.14.

4.4 Violence Prevention and Response outcome



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. 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.

The program is on track to achieve the first two long-term Violence Prevention and Response outcomes and has made some progress toward the third long-term outcome. The Ending Violence Against Women and Girls evaluation noted that the *Pacific Women* program greatly increased resources and played a critical role in developing a diverse portfolio of activities strengthening violence prevention and response.⁷²

Family and community tolerance for violence against women is reduced

Within a context of high levels of family and sexual violence,⁷³ *Pacific Women* partners are helping communities to challenge and redefine damaging social norms. There is strong evidence that tolerance of violence against women has reduced and that transformative changes in attitudes and behaviour are taking place within families, communities and organisations.

A survey conducted in November 2020 of over 1,400 employees found that acceptability of family and sexual violence within three *Bel isi* PNG subscribing companies was significantly lower than that of the wider population.⁷⁴ The lower level of acceptability among participants may be attributed to the work already undertaken within these workplaces since 2018 to respond to family and sexual violence and to challenge these beliefs.

Only 11 per cent of surveyed employees from three *Bel isi* PNG subscribing companies agree that family and sexual violence is sometimes justified, compared with 70 per cent of women and 72 per cent of men in the general population.

A 2020 evaluation of the Gender-Based and Sorcery-Related Violence project found positive changes in attitudes and behaviours related to violence against women and girls were leading to reductions in violence and changes in restrictive gender norms.⁷⁵

Behaviour changes identified by communities and partners include: community members reporting cases of violence to leaders; neighbours and community members intervening to stop violence; men increasingly performing household duties previously thought of as women's responsibility; and men being more supportive of their wives participating in

All Oxfam partners and 90 per cent of community members say there is now less violence in relationships in the communities in which the project works.

⁷² Office of Development Effectiveness (2019), above note 4.

⁷³ 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). National Statistical Office Papua New Guinea and ICF (2019), above note 27.

⁷⁴ For more information on the *Bel isi* PNG Research project, see Activity Summary 12.4. Statistics on acceptance of violence are from National Statistical Office Papua New Guinea and ICF (2019), above note 27.

⁷⁵ For more information on the Gender-Based and Sorcery-Related Violence project, see Activity Summary 11.1. A. Barclay (2020). *Oxfam in PNG Gender Justice Program Learning Paper*. Information on accessing the report is included in Annex 6.

public life, including in leadership roles and economic activities and sharing decision making within households.

The 2019 *Kommuniti Lukautim Ol Meri* Family Wellbeing Survey found fewer women and men agreed that violence against women was sometimes justified in both West Sepik and Western Highlands project communities. The survey also found a significant decrease in marital rape and physical assault within marriage reported by both women and men in Western Highlands project communities. The incidence of marital rape experienced by women in the 12 months prior to the surveys decreased from 70.5 per cent in 2014 to 47.4 per cent in 2018. Men also reported a reduction in perpetrating marital rape in the previous year from 35.5 per cent in 2014 to 27.4 per cent in 2018.⁷⁶

The Gender Justice and Healing project has led to transformational changes at community and individual levels.⁷⁷ A 2019 evaluation documented many changes from each region in Bougainville. Women human rights defenders and male advocates reported reductions in sorcery accusation-related killings, family and sexual violence, child abuse, teenage pregnancy and early marriage.

Individual survivors and perpetrators of family and sexual violence, whose lives have been transformed by training and counselling, often go on to influence many others to make positive changes in their lives.

Due to the increasing awareness and understanding of the causes and negative consequences of violence against women through *Pacific Women* activities, an increasingly diverse range of actors are speaking out, taking action and investing resources to reduce violence against women or improve support to survivors. This includes parliamentarians, business leaders, female and male community leaders and young women and men. These actions are keeping the issues on the national and political agenda and ensuring that the voices of women and women's groups calling for action are amplified.

In August 2020, the Coalition of Parliamentarians to End Gender Based Violence convened.⁷⁸ In November 2020, the Government gazetted the Special Parliamentary Committee on Gender Based Violence.⁷⁹ A parliamentary inquiry into gender-based violence began in May 2021 and is expected to report back to Parliament in August 2021. By 30 June 2021, the committee had received over 25 public submissions with detailed recommendations on how to address gender based violence.

Individual members of parliament and city authorities are increasingly taking action and investing resources to respond to and reduce violence against women and those accused of sorcery. The Members of Parliament for Henganofi and Obura Wonenara Districts in Eastern Highlands Province have donated vehicles and dedicated funds for community peace mediations and are working with KUSWA to reduce the impacts of violence on their communities and to enable emergency responses to sorcery accusation-related violence.⁸⁰ Lae City Authorities are installing lighting. Police have set up an outpost in the market and started regular patrols to increase the safety of women and girls at bus stops and in markets.⁸¹

⁷⁶ For more information on the *Kommuniti Lukautim Ol Meri* project, see Activity Summary 11.4. The report analysed representative surveys undertaken in project communities in Western Highlands and West Sepik Provinces in 2014 and 2018. FHI 360 (2019). *Kommuniti Lukautim Ol Meri: Survey on Family Wellbeing in Western Highlands and West Sepik Provinces, Papua New Guinea*. Available at: <https://fhi360.org/sites/default/files/media/documents/resource-png-klom-survey.pdf>.

⁷⁷ Ann Braun (2019). *From Gender Based Violence to Gender Justice and Healing Phase 1: 2015–2018 Final Evaluation*. International Women's Development Agency. Available at: <https://iwda.org.au/resource/from-gender-based-violence-to-gender-justice-and-healing-project-phase-1-evaluation-report/>.

⁷⁸ The Coalition of Parliamentarians to End Gender Based Violence is a bipartisan group of 20 parliamentarians co-chaired by the Governors of National Capital District and East Sepik Province. The Women Make the Change project supported its establishment and worked with the Coalition and others to organise the first National Gender-Based Violence Summit in November 2020. The Coalition has set up a website <https://www.unitedforequalitypng.com/> and a facebook page. It has issued resolutions and media statements calling for actions to address gender-based violence and supporting temporary special measures for women to be elected to Parliament. For more information on the Women Make the Change project, see Activity Summary 9.2.

⁷⁹ A Ministerial level Gender-Based Violence Committee is part of the governance arrangements called for under the National Gender Based Violence Strategy.

⁸⁰ For more information on the Gender-Based and Sorcery Accusation-Related Violence project, see Activity Summary 11.1.

⁸¹ More information on this support is provided in the Safe Public Transport, see project Activity Summary 11.3.

Business leaders are investing resources and leadership in making their workplaces safer for women employees and more supportive of survivors of family and sexual violence. Since July 2020, 18 companies have been working with the Business Coalition for Women. In 2020, 15 companies subscribe to the *Bel isi* PNG initiative.⁸² Companies are not only making changes internally to workplace policies and practices, they are also stepping up their public advocacy – adding their voices on social media and denouncing family and sexual violence. Business leaders spoke at the National Gender Based Violence Summit about the scale of the issue and actions they are taking in their workplaces. The Business Coalition for Women regularly publishes two-page articles in both national newspapers about the impacts of family and sexual violence, businesses acting to address the issue and available support services.



Women and men are challenging norms that tolerate violence against women and children and limit their safety publicly in markets, on public transport, in schools and in accessing health services. Community leaders and village health volunteers are acting to reduce family and sexual violence and increasing women’s access to maternal and sexual reproductive health services.⁸³ In remote Siaka village in Morobe Province, following reflection on the harms caused to women and children, community leaders ended a customary taboo preventing women from delivering babies in places where a man might go. To formalise this commitment, they passed a community by-law enabling women to give birth at the health centre.⁸⁴

National Health Information Systems data shows measurable increases in the uptake of modern contraceptives and numbers of supervised births. The coverage of family planning services increased in Lufa District in Eastern Highlands by 40.8 per cent from 2016 to 2019 and the number of first-time users of family planning services increased by 700 per cent in 2019 compared with 2018.⁸⁵ In Kunua District in Bougainville, there was an increase from an average of five supervised deliveries per month at the start of the *Mamayo* project in April 2018 to almost 13 by December 2020.

Women from the Lufa District who are using modern contraceptives report now feeling free to do so without stigma, discrimination, or at risk of violence.

The *SASA!* pilot influenced an increase in community support for women experiencing intimate partner violence, including help-seeking behaviours, at individual and community levels. Volunteer community activists led the change they wanted to see by making use of everyday opportunities to hold reflective discussions about the different types of power and experience in their communities. These conversations prompted changed behaviour choices. In Bewani District in West Sepik Province, following an activity run by a community activist, parents disclosed child protection concerns. The community activist referred the parents to *SASA!* trained village court magistrates and the

The Bewani Ward Councillor included community leader positions in the Ward 2020 budget to continue the *SASA!* approach.

⁸² There is overlap between *Bel isi* PNG subscribers and companies that are separately investing in Business Coalition for Women’s technical and policy expertise to strengthen their workplace policies and practices. For more information on these projects see Activity Summaries 10.2 and 11.8.

⁸³ For more information on the *Mamayo* project, see Activity Summary 11.6.

⁸⁴ More information on the Highland Sexual Reproductive and Maternal Health project is available in the in the *Pacific Women in Papua New Guinea Performance Report 2017–2018* at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2017-2018/>.

⁸⁵ This indicator is the Couple Year Protection (CYP). It provides an estimate of the protection provided by family planning services during a one-year period based on the volume of all contraceptives provided to clients during the period.

health centre and they are being prosecuted in the District Court.

In Goroka, Lae and Port Moresby, young women and men are active champions as part of the *Inap Nau* and *Sanap Wantaim* campaigns. Using sports, arts and other creative activities, they engage their peers with ‘new norms’ that help to address gender-based and sorcery accusation-related violence and promote non-violent conflict resolution. Involvement in these campaigns has been transformative for many of the young women and men, who are being recognised by others in their community. Four youths in Goroka became community peace mediators for the Banana Block community. One of these youth leaders was identified by his community to become a community police officer, formalising this role of maintaining peace and order and referring matters to the police.

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

Pacific Women investment is establishing new services, expanding existing services and improving the quality and coordination of support services for survivors of family and sexual violence. *Pacific Women* has enabled the establishment of two case management centres in Lae and Port Moresby and a new safe house in Port Moresby managed by Femili PNG. The importance of supporting survivors to access the services they want from the range of services available was highlighted in the Ending Violence Against Women and Girls evaluation.⁸⁶ Many survivors get confused and frustrated and cease seeking support. The evaluation highlighted Femili PNG’s case management services as best practice. In 2019, Femili PNG introduced a range of life skills and leisure activities for clients and increased attention on psychosocial activities for child clients and traumatised child dependents of safe house clients. It supports quality improvements in the services provided by others by sharing organisational policies and training in case management and trauma-informed care.

Practical help to complete and lodge interim protection order applications is very important. Applications must be submitted in English and the Family Protection Order Research found that as many as one-third of applicants cannot read or write English well or at all.

The evaluation also noted the work of KUSWA in advocating for survivors and following up on cases with police and courts as examples of effective informal case management improving the accessibility and quality of services.

Pacific Women supports the Nazareth Centre’s four safehouses and three Men’s Hubs in Bougainville. The Nazareth Centre trained Bana women human rights defenders to set up their own community safe house.⁸⁷ Fundraising and donations through *Bel isi* PNG ensured the continued operation of community safe houses in Port Moresby that would otherwise have closed. Essential repairs and maintenance of Haus Ruth and Kaugere Seif Haus in 2020 improved amenities, safety and security.

Buin safe house staff successfully raised PGK14,600 and in 2020 used these funds to purchase water tanks and upgrade the safe house kitchen.

Pacific Women supported the development of safe house guidelines in 2019 by the Family and Sexual Violence Action Committee (FSVAC) and COVID-19 safe operating guidelines in 2020 by UN Women for safe house staff and clients. The FSVAC is working to strengthen the Catholic safe house network and conducted audits of three safe houses in Kokopo, Madang and Wewak in May 2019. The Nazareth Centre hosts visitors from safe house providers from across Papua New Guinea to share its experiences about running safe houses, community counsellors and its Men’s Hubs.

⁸⁶ Office of Development Effectiveness (2019), above note 4, pp.49–50, 52.

⁸⁷ For more information on the Gender Justice and Healing project, see Activity Summary 11.5.

Pacific Women funding built or refurbished four Family Support Centres.

Funding also facilitated skills training for Family Support Centre and health post staff to provide essential, gender-based violence services and youth-friendly and appropriate care in another four Family Support Centres. The new Family Support Centre project will provide technical, financial and advocacy support to address key capacity challenges to provide essential services to survivors of violence with three more provincial health authorities.⁸⁸ The *Kommuniti Lukautim Ol Meri* project supported provincial and district FSVACs to map and strengthen referral and coordination arrangements in East Sepik, West Sepik and Western Highlands Provinces. Supervision support for Provincial Health Authorities increased the quality of Well Women Clinics, providing survivors of physical assault access to services close to home.⁸⁹ The Family Support Centre project is working with the National Department of Health to update and roll out training on the new Sexual and Gender Based Clinical Guidelines for all Family Support Centres.

Mentoring of rural health clinic staff increased access to support services for survivors closer to home.

Pacific Women ensured that services for survivors of violence remained operational during the COVID-19 pandemic. *Pacific Women* partners successfully advocated for gender-based services to be recognised as essential services during the state of emergency lockdown. The COVID-19 Protection project bought and distributed 10,000 re-useable face masks, food vouchers, dignity and hygiene kits to 13 safe houses across six provinces.⁹⁰

Pacific Women funding has expanded the availability of counselling and numbers of trained counsellors.

Between April 2015–October 2020, the Nazareth Centre trained 236 women (including 203 women human rights defenders) and 132 men (including 101 male advocates) as community counsellors, with an additional 64 community leaders, church leaders and women’s organisation staff as community counsellors in basic trauma counselling. This latter group includes 25 health staff and other community leaders from the *Mamayo* project. The Nazareth Centre continues to improve counselling supervision and skills training for existing counsellors to strengthen their skills and confidence in complex cases.

Nazareth Centre trained community-based counsellors increase the availability and quality of help to women and girls.

Through the COVID-19 Protection project, *Pacific Women* support enabled the expansion of the 1-*Tok Kaunselin Helpim Lain* (nationally available telephone counselling) to 24 hours a day, seven days a week. *Pacific Women* advocacy with the Australia Awards program and partial financial support to the Papua New Guinea Counsellors Association contributed to counsellors obtaining Australian and Papua New Guinean recognised counselling qualifications.⁹¹ Femili PNG provided trauma-informed care training for 15 safe house staff from Port Moresby safe houses not directly funded through *Pacific Women*, to improve the quality of safe house services for survivors.

Eleven Pacific Women projects have strengthened referral pathways and coordination arrangements between service providers. The FSVAC, in partnership with the Department of Justice and Attorney General, developed tools to increase the knowledge of duty bearers, service providers and community activists of relevant laws, and practical strategies to assist survivors to navigate the legal and court systems. The FSVAC worked with eight provincial and district authorities to establish or strengthen their referral and coordination arrangements. Due to the leadership of the Morobe Police Commander and consistent lobbying by Femili PNG, all Lae district police

The National FSVAC developed the Referral Pathway Guidelines and the Survivor Advocate Toolkit for duty bearers, service providers and community activists.

⁸⁸ For more information on the Family Support Centre project, see Activity Summary 11.11.

⁸⁹ For more information on the *Kommuniti Lukautim Ol Meri* project, see Activity Summary 11.4.

⁹⁰ For more information on the COVID-19 Protection project, see Activity Summary 11.10 and Section 4.6 Key Achievements: COVID-19 Response.

⁹¹ For more information on the Family and Sexual Violence Action Committee National Secretariat project, see Activity Summary 11.13 and Section 4.9 Key Achievements: Increased Coordination with Other Sectors and Programs.

stations have a dedicated family and sexual violence officer. The Bulolo Police Station opened a Family and Sexual Violence Unit in 2018. Femili PNG's Case Management Centre in Lae and the *Bel isi* PNG case management centre receive referrals from a variety of sources, including police, health centres, other civil society organisations and an increasing number of walk-in (self-referred) clients. This demonstrates the expanded referral points and community awareness of them.

Bel isi PNG created an employee toolkit, with resources available in both English and *Tok Pisin*.⁹² The increasing number of subscriber referrals to the case management centre and safe house indicates increased understanding of the impact of family and sexual violence in the workplace and employees' increased knowledge of how, and confidence, to seek help. Population Services International produced Family Support Centre outreach resources, including discrete wallet cards with referral pathway information. These were widely distributed, including with taxi companies and through Port Moresby-based *Pacific Women* projects as part of their service provider training and community outreach activities.

***Pacific Women* projects are increasing the accessibility of services for women and girls with disabilities.** The *Mamayo* project included sessions on how to work with people living with disabilities and information on laws and rights in its community leadership and village health volunteer training manuals. The project developed a referral pathway for people living with disabilities with information on assistance for families. It shared this with health facility staff, the community and the village health volunteers.

Femili PNG meets clients with accessibility constraints at premises that suit the clients. The *Kommuniti Lukautim Ol Meri* project works in partnership with disabled persons organisations in Western Highlands and West Sepik Provinces to provide disability inclusive sensitisation training for stakeholders across the health, education, community development and law enforcement sectors to improve the inclusivity of services for survivors of family and sexual violence with disabilities.

Cindy Story

Cindy is survivor of domestic violence who was able to access the crisis services she needed through the Nazareth Centre for Rehabilitation (Nazareth Centre) in Bougainville. Today, Cindy works with the Nazareth Centre as a women's human rights defender and community counsellor, advocating for gender equality and the rights of women and children.

In 2017, Cindy reached out to the Nazareth Centre for support after experiencing domestic violence. She was provided accommodation and counselling at one of the Nazareth Centre's safe houses. Cindy was also offered the opportunity to learn more about how the Nazareth Centre works across Bougainville to reduce family and sexual violence by addressing the causes of gender inequality through education, male advocacy and supporting women human rights defenders.⁹³

'[The Nazareth Centre] really helped and empowered me,' Cindy shared. She applied for an Interim Protection Order against her perpetrator and then trained as a volunteer with the Nazareth Centre. Today, Cindy works with clients at the Nazareth Centre's safe house and has become a passionate and dedicated community counsellor. 'Now I have confidence and can help other young girls and women. I've known what they go through,' she explained. Cindy facilitates training on gender equality, respectful relationships, positive parenting and the rights of people living with disability in her community.

Cindy can see her community's attitudes and behaviours change through the Nazareth Centre's community outreach. Young women and girls are now speaking up and 'they talk about boys'

⁹² The *Bel isi* PNG toolkit is consistent with the FSVAC's Referral Pathway Toolkit.

⁹³ For more information about the work of the Nazareth Centre through the From Gender-Based Violence to Gender Justice and Healing in Bougainville project, see Activity Summary 11.5.

behaviours towards them. There is now an open discussion'. She explains, 'last time I went home, I had some of the community tell me: "We don't abuse. We protect the children."'

'I see the power of this information,' Cindy said. 'It is new and shifting people.'

The national response to violence against women and children is strengthened

Progress toward the long-term outcome of strengthening the national response to violence against women and children was made in 2020 primarily through the response to the COVID-19 pandemic and establishment of the Special Parliamentary Committee on Gender Based Violence. However, the absence of dedicated Government resources and nationally-led implementation of the National Gender Based Violence Strategy launched in March 2017 limits progress towards this outcome.

The launch of the National Gender Based Violence Strategy was a key achievement of *Pacific Women*. Through the Strengthening National Coordination project, the United Nations Development Programme (UNDP) worked with the Department for Community Development and Religion, the Office for the Development of Women and FSAVCs at national and provincial levels to support strategic efforts to plan, coordinate, and monitor family and sexual violence interventions across the country at multiple levels.

All *Pacific Women* partners contributed to the development of the National Gender Based Strategy, endorsed by the National Executive Council in December 2016 and launched in March 2017.

Pacific Women partners contribute to the implementation of the Strategy's objectives by ensuring quality coordinated responses and referrals for survivors of violence, investing in evidence-based prevention initiatives in multiple sectors of society and conducting in-depth research to support evidence-based planning and programming to end gender-based violence.

The formation in November 2020 of the Special Parliamentary Committee on Gender Based Violence and the Parliamentary Inquiry into Gender Based Violence which is due to report to parliament in August are very positive steps. It is hoped they will galvanise efforts to effectively implement the National Gender Based Violence Strategy.

The Women Make the Change project will continue to support the Special Parliamentary Committee on Gender Based Violence and Coalition of Parliamentarians to End Gender Based Violence.

***Pacific Women* is ensuring that the national response to COVID-19 and recovery planning considers women's interests, needs and includes women's voices in decision-making forums.** This has been a significant achievement for *Pacific Women* in 2020 toward this outcome. Advocacy, including by *Pacific Women* partners, through the UN Women co-chaired national Protection Cluster and the Bougainville Joint Agency Task Force on COVID-19 resulted in the prioritisation of the protection of women, children and vulnerable populations in emergency responses. Prevention of sexual exploitation and abuse priorities and needs have been integrated into the Papua New Guinea COVID-19 Humanitarian Response Plan, the 2020 La Nina Contingency Plan and the Refugee Emergency Joint Contingency Plan 2020.

Pacific Women partners successfully advocated for gender-based violence services to be recognised by the government as essential services during the state of emergency and crisis support services staff as frontline workers for COVID-19 vaccination prioritisation.

In Bougainville, the Nazareth Centre and UN Women successfully lobbied Bougainville's State of Emergency Controller to ensure women's representation and voice in decision-making forums. The Women Make the Change project built the knowledge and practical skills of government staff to ensure policy and decision making is gender responsive and that women's needs are reflected in humanitarian actions.

Pacific Women is continuing to increase community awareness and understanding of relevant human rights, family protection and child protection laws. *Pacific Women* partners, working closely with government and non-government service providers at provincial and district level, are improving outcomes for clients and coordination, including data sharing between service providers.

Pacific Women projects have trained police and village court officials, ward councillors and teachers to improve their understanding of and compliance with relevant laws in exercising their duties.

Equal Playing Field has trained 176 teachers to build their knowledge of issues around child protection and violence against women and girls, relevant laws and their own reporting obligations, especially in relation to child protection referrals. The in-service training has built understanding and support for schools to a promote child safe environment. Teachers, parents and student leaders in two primary schools have developed child protection policies and codes of conduct promoting the schools' zero tolerance of child abuse. The project is also working with the Sacred Heart Teachers College in a pilot to strengthen the mainstreaming of gender issues and child protection policies across pre-service teacher and staff training and personal development.⁹⁴

Three *Pacific Women* projects are supporting the implementation of the Sorcery and Witchcraft Accusation Related Violence National Action Plan. Extensive *Pacific Women* research is improving understanding of the incidences, causes and consequences of sorcery accusation-related violence and what actions are working to reduce violence due to accusations. The research informed tailored training curricula for police in 2019 and village court officials in 2020. In February 2020, the Government of Papua New Guinea announced its commitment to establish a Human Rights Commission and Secretariat to oversee and monitor the implementation of the Sorcery and Witchcraft Accusation Related Violence National Action Plan. This responds to consistent lobbying by human rights defenders across Papua New Guinea, including those supported through *Pacific Women*. The FSVAC co-chairs the Sorcery Accusation Related Violence National Action Plan Committee with the Department of Justice and Attorney General and consistently advocates for resources for human rights protection.

⁹⁴ For more information on the Safe Schools project, see Activity Summary 11.9.

4.5 Enhanced Knowledge and Understanding outcome



Pacific Women's research has contributed to increasing understanding of gender inequality, discrimination, the causes of violence and drivers of 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 have been tested and taken up by other investments and, in some cases, in other Pacific countries.



Pacific Women partners develop, test and disseminate 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.

***Pacific Women* is on track to achieve its Enhanced Knowledge and Understanding long-term outcome.**

Enhanced knowledge and evidence informs policy and practice

Investment in research and evaluation is increasing understanding of gender inequality, discrimination, the causes of violence and drivers of change in Papua New Guinea. *Pacific Women* has funded nine dedicated research projects and 87 research papers between 2015–2021.

***Pacific Women* research is contributing significantly to local, regional and global evidence.**

The Do No Harm research in Jiwaka Province, Simbu Province, Bougainville and Solomon Island concluded that to achieve real change for women, economic empowerment projects must challenge gender norms and practices in the context of marital relationships and the power imbalances in the other dimensions of women's lives. The State and Non-State Interventions in Overcoming Sorcery Accusations Related Violence research has increased empirically-based understanding of the causes of violence resulting from sorcery accusations and what interventions work to reduce the impacts of violence.

Research into the use and efficacy of family protection orders in Papua New Guinea is the first of its kind across the Pacific region.

The SASA! Together baseline assessment indicates practices such as child marriage, vigilantism, bride price and sorcery accusation-related violence are 'normal' everyday occurrences and contribute to high rates of violence against women. Understanding the complex and possibly reinforcing relationships between these practices will help to develop targeted and effective holistic approaches to violence prevention in Melanesian contexts. Oxfam and Femili PNG separately published data on the characteristics of clients using their crisis support services. The publication of this data increases understanding of the types of violence experienced and who is perpetrating the violence, as well as providing information on the services most in demand.

Deep understanding of how gender inequality manifests in Papua New Guinea, and efforts to reduce the impacts of violence resulting from sorcery accusations meant that *Pacific Women* partners were well positioned to speak out on the impacts of COVID-19 on women and girls and to advocate specific responses. These included communication materials and ensuring that the integration of key gender messages into COVID-19 materials.⁹⁵

⁹⁵ For more information, see Section 4.6 Key Achievements: COVID-19 Response.

Research is informing gender equality policy and practices. The Do No Harm research findings guided the revision of the *Pacific Women in Papua New Guinea Monitoring, Evaluation and Learning Framework* in 2018 and the focus of projects to reflect the importance of women’s decision-making power in achieving economic empowerment.⁹⁶ The State and Non-State Interventions in Overcoming Sorcery Accusations Related Violence research team drew on their findings to raise important communication and messaging considerations relating to the COVID-19 pandemic, to mitigate the risks of social disharmony and violence.⁹⁷ The team is working with international academics and experts, developing resources and data for a United Nations Special Resolution on the harmful impacts of practices relating to manifestations of beliefs in witchcraft. The special resolution is expected to be debated at the United Nations Human Rights Council in June 2021.

The Department of Justice and Attorney General has updated training for police and village court officers drawing on *Pacific Women’s* research findings.

The Last Taboo research in 2017 looked at barriers to women’s and girls’ effective menstrual management and the impacts on their participation in education and income generation. The Australian Government-funded PacificRISE initiative took on the challenge of addressing one of the barriers the research identified, that is, reducing the cost and increasing the predictable supply of key materials for reusable menstrual products made by small, and often informal, enterprises. The pilot, launched in October 2020, was recognised with a 2020 Impact Investment Award. QueenPads in Port Moresby and AT Projects in Goroka are both involved in the pilot.⁹⁸

The Pacific-wide research into women’s leadership and decision making conducted 2013–2016 provided empirical evidence on the characteristics of successful women candidates in Papua New Guinea and across the Pacific.⁹⁹ It identified several factors contributing to success. The research guided the development of women’s candidate training materials in 2017 addressing the gendered nature of contesting elections in Papua New Guinea, including campaign strategies to overcome intimidation experienced by women candidates.¹⁰⁰ The research findings also informed the design and focus of the Women Make the Change project.

Data on the ‘business case’ is building support within the private sector to invest in gender equality. The Business Coalition for Women uses global and Papua New Guinean research on the costs to businesses of gender-based violence to advocate for the need to positively increase gender equality by business. At least 54 businesses have invested in leadership skills building for women employees. They have also implemented workplace policies to reduce sexual harassment and make clear that family and sexual violence is not acceptable.¹⁰¹ CARE Coffee has shifted the approach of coffee industry exporters and the Coffee Industry Corporation to one that ensures women have access to appropriately delivered extension services training by demonstrating the increased productivity and increase in household incomes when women also access skills and knowledge and families are supported to work together cooperatively toward shared goals. The *Bel isi*

The 2015 Papua New Guinea research found on average 11 days lost for every employee annually due to family and sexual violence.

⁹⁶ For more information, see Section 4.3 Key Achievements: Women’s Economic Empowerment outcome.

⁹⁷ Fiona Hukula, Miranda Forsyth and Philip Gibbs (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. Online reference is included in Annex 6.

⁹⁸ More information on the Last Taboo research and the PacificRISE initiative are 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/>.

⁹⁹ More information on the Women’s Leadership and Decision Making in the Pacific research project is available in the *Pacific Women Papua New Guinea Performance Report 2016–2017* at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2016-2017/>.

¹⁰⁰ Candidate training materials referred to were developed and delivered through the Women in Leadership Support project. For more information, see Activity Summary 9.1.

¹⁰¹ For more information on the Business Coalition for Women, see Activity Summary 10.2.

PNG Research project is collecting evidence to measure the benefits to business of addressing family and sexual violence and supporting survivors in the workplace.

Robust monitoring, evaluation and learning processes inform *Pacific Women* programming and other projects. *Pacific Women* embeds a coordinated process of monitoring and learning into funded activities. The Parenting for Child Development project, Family Farm Teams project and CARE Coffee's village savings and loans associations are examples of activities built from strong understanding of barriers and potential for positive change based on local research or global experience. In each case, evaluation of pilot activities provided confidence to scale up or deliver promising approaches in other communities and contexts.

In addition to *Pacific Women's* dedicated research projects, 79 per cent of *Pacific Women's* non-research partners have invested in research and evaluation that have informed programming and practice.

The Bougainville Women's Federation commissioned research to understand the barriers preventing young women from joining the Federation and church groups. The design of the Young Women's Leadership project was based on findings of this research and an initial pilot activity in North Bougainville. A mid-term review followed-up with project participants in 2017 and led to the project increasing its focus on financial and business skills development; and the inclusion of male family members to support women in their leadership journeys.

In 2018, the *Kommuniti Lukautim Ol Meri: Survey on Family Wellbeing in Western Highlands and West Sepik Provinces* provided data on the changes in knowledge, attitudes and practices resulting from the project's intervention in target communities, compared with data from its 2014 baseline survey. Issues identified in the survey guided the content for the project's gender learning and men's discussion forums and informed the design of the next phase of the project. The need for the *Kisim Femili Plenin* project was identified based on the *Kommuniti Lukautim Ol Meri* surveys; plus an analysis of Family Support Centre data on the high rates of women experiencing violence during pregnancy and community mobilisers reporting pregnancy and abortions among teenagers. The project developed family planning and contraceptive messages, clinician training and communications materials to address knowledge gaps and barriers identified in a formative study on family planning and sexual and reproductive health.

Issues identified in the Survey on Family Wellbeing Survey included marital rape, women's economic empowerment and support for women with disabilities.

***Pacific Women* projects drew on effective strategies, resources and expertise from other *Pacific Women* projects to improve their programming.** The Women and Extractives project used the Family Farm Teams modules as its foundation activity to build community support for women's participation in and benefit from mining development negotiations. The *Kommuniti Lukautim Ol Meri* and Gender Justice and Healing projects added a women's economic empowerment component to subsequent project phases, informed by the Do No Harm research. Each of these projects, and the CARE Coffee project, incorporate the financial literacy and basic business training developed by Pacific Adventist University which supports the family-based approach and is designed for use with women and men with low levels of literacy.

The Pacific Adventist University developed games-based financial literacy and basic business skills training as part of the Family Farms Teams project.

The *Mamayo* project draws on experiences and lessons from the Highlands Sexual Reproductive and Maternal Health and CARE Coffee projects: it merges family business management tools that have improved decision making and fair distribution of workloads within the family, with community leadership methodologies that have reduced the social and cultural barriers to women's access to health services.

***Pacific Women's* research is informing programming and investment by other development partners in Papua New Guinea and beyond.** The Spotlight Initiative Papua New Guinea's design

team drew extensively on research, project documentation and knowledge generated by *Pacific Women*.¹⁰² The Parenting for Child Development project, initially funded through *Pacific Women*, is continuing and the FSVAC is now funded through the Spotlight Initiative. The Spotlight Initiative is also providing additional resource support to expand the activities of *Pacific Women* partners such as enabling Femili PNG to open a case management outpost in Goroka and the Business Coalition for Women to expand its free consultancy support to companies outside Port Moresby.

The Department of Community Development and Religion has included the market vendor association model, developed through the Safe City project, as the ‘voice strategy’ in the draft Informal Economy Strategy and updated draft legislation relating to the informal economy. The ‘voice strategy’ will provide 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 has been further expanded to cover 10 provinces in 2020 through the Australian Government-funded Market Economic Recovery and Inclusion Program.

The Investment Promotion Authority uses the Women’s Business Resource Centre’s Step-by-Step Guide on How to Start a Business in Papua New Guinea for its own information sharing purposes.

The International Fund for Agricultural Development’s Markets for Village Farmers project in Papua New Guinea includes CARE Coffee’s family business management training and Family Farm Teams modules as foundation training for its target 23,000 farming households.¹⁰³ The World Bank’s Papua New Guinea Agriculture Commercialisation Development project similarly incorporates a family-based approach.¹⁰⁴ The Papua New Guinea Government’s Fresh Produce Development Agency has incorporated the Family Farm Teams modules into its Village Extension Worker program.

The Coffee Industry Corporation is incorporating CARE Coffee organisational strengthening modules into its curriculum and is setting up village savings and loans associations.

The Australian Centre for International Agricultural Research (ACIAR) 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 is also discussing adapting the approach. The Family Farm Teams lead researchers are integrating the approach into projects focused on improving nutrition across the seaweed food chain in Kiribati and Samoa.¹⁰⁵

International non-government organisations are also taking learnings, tools and approaches from *Pacific Women* projects in Papua New Guinea into other programs. Oxfam is adapting its trauma-informed prevention and community healing approach to projects in Solomon Islands. CARE is adapting family-based management tools for use in women’s leadership projects in Vanuatu. The Women’s Business Resource Centre serves as a model for Center for International Private Enterprise initiatives in Afghanistan, Jordan and Guatemala.

Tools and resources developed by *Pacific Women* partners address gaps in knowledge and support local action. *Pacific Women* partners have developed, tested and disseminated toolkits,

¹⁰² 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.

¹⁰³ The Markets for Village Farmer project is valued at USD29.56 million over six years and is financed through a loan with the Government of Papua New Guinea.

¹⁰⁴ *Pacific Women* actively lobbied for the explicit inclusion of family-based approaches in the design of the World Bank’s loan funded project. This included several meetings, sharing research and learnings and resources, making introductions and providing networking opportunities.

¹⁰⁵ See the ACIAR website for information on new projects: Gender equitable agricultural extension through institutions and youth engagement in Papua New Guinea www.aciar.gov.au/project/SSS-2018-137; and Improving agricultural development opportunities for female smallholders in rural Solomon Islands www.aciar.gov.au/project/SSS-2018-136.

training manuals, communication posters, songs and other resources to promote behaviour change and a more gender equal Papua New Guinea. They have been shared with and taken up by other *Pacific Women* partners and others. The Women's Business Resource Centre has produced a booklet that provides easily understandable guidance on how to establish and register a business with the Investment Promotion Authority, which was not previously easily obtainable. The Referral Pathway Guidelines and Survivor Advocate Toolkit developed by the FSVAC are used by other local organisations to increase knowledge of the roles and responsibilities of service providers and to strengthen referral pathway coordination for survivors.

Mary's story

Sorcery accusation-related violence (SARV) has devastating and widespread effects on individuals and their communities in Papua New Guinea. A broad range of public sector and civil society organisations have introduced initiatives to address SARV.

To increase the effectiveness of these interventions, *Pacific Women* supported the Australian National University to develop a body of evidence drawn from over 1,200 SARV incidents identifying characteristics of victims and perpetrators from over 1,200 incidents; and the factors that encourage or deter SARV.

In one case, 'Mary' (not her real name), experienced SARV and fled her community in Enga Province. The police and traditional mediation failed to help Mary achieve justice or to safely return to her community.

Mary turned to the Kafe Urban Women's Settlers Association (KUSWA), a women's organisation supported by *Pacific Women* through a partnership with Oxfam, that uses innovative and research-informed strategies to address SARV.

Mary and her family were provided safe accommodation, counselling, and medical care. KUSWA then focused on reintegration, working with human rights defenders to organise for Mary's return to her community and coordinating with police and community leaders to support the process. KUSWA and the network of duty bearers worked together to provide Mary with an Interim Protection Order, reintegration funds and assurance of safety from Mary's community leaders and village court magistrates.

With this support, Mary and her family are now settled safely and happily back into their community.

The Australian National University's research drew on the efforts of Divine Word University in Madang and the Papua New Guinea National Research Institute and has informed SARV intervention strategies for *Pacific Women* programs. SARV interventions by public and civil society organisations are also informed by the research.

The research team regularly liaises with Department of Justice and Attorney General to inform strategy and supported the development of evidence-informed training for police and village court officials. More survivors like Mary can achieve justice and live safely and happily in their communities as work continues to end SARV.

Mary's story is an example of how this research has provided significant value to partners' practical work to end SARV in Papua New Guinea. 'I am very happy, my children and I are settling in well,' Mary said. 'There are no threats or inappropriate behaviour that would make me feel uncomfortable. I have started building my house with the reintegration funds that were given to me. I am busy doing gardening and the children are safe.'

4.6 COVID-19 Response



Pacific Women partners informed national responses to the COVID-19 pandemic, including through participation in advocacy by the Protection Cluster. They ensured that women's and girls' needs were taken into account and reflected in government responses.



Pacific Women partners continued to operate and provide services throughout the lockdown period. *Pacific Women* provided financial resources, training and/or protective equipment to enable other service providers to remain operational.



Pacific Women partners contributed to the national, regional and international understanding of the impact of the COVID-19 pandemic on women and girls by focussed research on this impact.

On 11 March 2020, the World Health Organisation declared COVID-19 a global pandemic. In response, the Government of Papua New Guinea passed the *Pandemic Act 2020*. The Government's response included restrictions on travel and large gatherings and a 10 -week state of emergency. One of the Australian Government's first commitments to assist the people of Papua New Guinea was the COVID-19 Protection project led by UN Women.¹⁰⁶ Other *Pacific Women* partners quickly adapted to continue initiatives to advance women's safety and empowerment.

***Pacific Women* partners inform national responses to COVID-19 and ensure women's interests and needs are considered and reflected in government responses.** UN Women is the co-chair of the Protection Cluster. Protection

Cluster members escalated known risks and concerns relating to the damaging impacts on women and children in humanitarian emergencies. Through the Protection Cluster, rapid assessments identified key needs and capacity gaps of frontline service providers, markets, government decision makers and in relation to family and sexual violence services.

Pacific Women partners are regularly represented in meetings of the Protection Cluster.

Advocacy through the Protection Cluster is ensuring prioritisation of the protection of women, children and vulnerable populations in this, and future, emergency responses. The National

Control Centre and the Papua New Guinea COVID-19 Taskforce endorsed the Prevention of Sexual Exploitation and Abuse Code of Conduct for All Workers in Emergencies developed by UN Women. Prevention of sexual exploitation and abuse priorities and needs have been integrated into the Papua New Guinea COVID-19 Humanitarian Response Plan, the 2020 La Nina Contingency Plan and the Refugee Emergency Joint Contingency Plan 2020. The COVID-19 Protection project developed a monthly online learning series to build awareness, understanding, compliance and accountability of the Code of Conduct and protection principles of local organisations and government staff. By the end of December 2020, 140 staff (93 women and 47 men) from 23 organisations, including government departments, had participated in learning sessions.

The Prevention of Sexual Exploitation and Abuse Code of Conduct for All Workers in Emergencies was signed by 309 humanitarian staff and 494 volunteers delivering health, water, sanitation, hygiene and food security support.

Protection Cluster advocacy led to gender-based violence services being recognised by the government as essential services. Crisis support services funded by *Pacific Women* remained open and safely accessible, including: the case management centres in Lae and Port Moresby; safe

¹⁰⁶ For more information on the COVID-19 Protection project, see Activity Summary 11.10.

houses in Bougainville; family support centres in Western Highlands, East and West Sepik Provinces; and support services in Eastern Highlands and West Sepik Provinces. Femili PNG, Oxfam and FHI 360 reported a 20 per cent increase in clients July–December 2020 over the previous six months or the same period the previous year.¹⁰⁷ In addition to the impact of the COVID-19 restrictions, Femili PNG case managers attribute the increase in clients in July 2020 to a widely publicised high profile murder linked to a case of alleged domestic violence. Clients reported they were seeking help to avoid the same thing happening to them.

The Government has recognised crisis support services staff as frontline workers for COVID-19 vaccination prioritisation.

Funding through the COVID-19 Protection project has extended the hours of operation of the national *1-Tok Kaunselin Helpim Lain* to 24 hours, seven days a week. It has allowed ChildFund to train St John's Ambulance call centre and emergency staff to respond to the needs of survivors of gender-based violence and to provide referral information in the National Capital District and Kokopo in East New Britain Province. The Nazareth Centre in Bougainville donated an additional safe house in Chabai to meet the increased need for services and social distancing requirements.

Pacific Women provided financial resources, training and/or protective equipment to enable non-partner service providers to remain operational. The COVID-19 Protection project distributed 10,000 re-useable face masks, hand sanitisers, food vouchers, dignity and hygiene kits to 13 safe houses across six provinces, to Family Support Centres and to market vendors. Femili PNG provided personal protective equipment, information posters, prevention and awareness education sessions and a contribution for the construction of a new safe house to partners in Lae to ensure safe service delivery in the COVID-19 pandemic context. With donations, *Bel isi* PNG purchased protective personal equipment for the police, four court houses, two safe houses and National Capital District welfare services. *Bel isi* PNG also provided operational materials to several police Family and Sexual Violence Units, such as computers and printers, to assist them to process client cases.

The *Bel isi* PNG project raised PGK140,000 in donations to support COVID-19 responses.

Pacific Women partners are ensuring women's representation and needs are included during the state of emergency responses and COVID-19 recovery planning. In Bougainville, the Nazareth Centre was a member of the Task Force that lobbied Bougainville's State of Emergency Controller to ensure women's representation and voice. The Women Make the Change project designed and delivered online training to Gender Focal points across government departments to ensure women's needs are reflected in the decisions and policies of the Bougainville Joint Agency Task Force on COVID-19.¹⁰⁸ The course topics included: why gender equality is essential to humanitarian action; the gendered impacts of COVID-19; how to safely deliver face-to-face awareness on COVID-19; how to conduct a rapid gender analysis; and how to ensure policy and decision making is gender-responsive. The project profiled women leaders and ran an essay competition in partnership with the Post-Courier. This strengthened public awareness and understanding of the achievements women are already making in leadership in Papua New Guinea and the positive effects of having equal representation of women and men in political leadership positions.

UN Women published a Gender Alert on COVID-19 regarding women's participation in decision making in Papua New Guinea.

As a result of UN Women's advocacy on the importance of food security and family livelihoods, markets in the capital city remained open and operational throughout the initial state of emergency lockdown. Women's livelihoods have been disproportionately affected by the

¹⁰⁷ For more information on these projects, see Activity Summaries 11.1, 11.2, 11.4, 11.5 and 11.8.

¹⁰⁸ For more information on the Women Make the Change project, see Activity Summary 9.2.

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.¹⁰⁹ UN Women supported city authorities to develop minimum standards and operational actions to keep markets clean and to prevent the spread of COVID-19. The State of Emergency Controller issued these guidelines to apply nationally in June 2020. The Safe and Prosperous Districts project provided training on these guidelines and other market management tools and provided emergency hygiene supplies to four markets: Alotau, Kimbe, Wabag and Wewak.¹¹⁰ This included liquid hand wash, cleaning detergent, gloves and masks for vendors.

Information sessions raised awareness on COVID-19 symptoms and preventive measures with approximately 1,000 market vendors and customers.

The COVID-19 Protection project quickly developed gender-sensitive COVID-19 education and awareness materials. Community health workers, civil society organisations and volunteer networks, church partners and community leaders are using the project's COVID-19 Face to Face Community Awareness Guidelines to safely raise COVID-19 awareness. The Guidelines include the Prevention of Sexual Exploitation and Abuse Code of Conduct for best practice. *Pacific Women* partners use these resources and their own to provide COVID-19 education and awareness to their partners, stakeholders and communities. They integrate COVID-19 awareness with information on gender-based violence and child protection and available services. All UN Women's health COVID-19 awareness and training includes gender-based violence and child protection referral pathway information. Partners have distributed over 4,000 posters on gender-based violence awareness and referral pathways for survivors across 11 provinces. The distribution networks include Provincial Councils of Women, police Family and Sexual Violence Units, hospitals, Family Support Centres, human rights defenders and other civil society organisations.

COVID-19 frontline training for health workers includes a 'gender-based violence tip sheet' to increase their awareness on how to identify and refer survivors of gender-based violence.

***Pacific Women* partners contributed to the national, regional and international understanding of the impact of COVID-19 on women and girls.** Partners contributed to UNFPA's assessment of gender-based violence during the crisis¹¹¹, UN Women's rapid assessment of gender-based violence service provider needs assessment and the UNDP socio-economic impact of the COVID-19 pandemic.¹¹² The Safe Public Transport project supported the Road Traffic Authority to develop its COVID-19 Emergency Response Plan to prevent the spread of COVID-19 on public transport and to ensure continued safe operation of public transport.¹¹³ The plan was informed by market and public transport assessments conducted by the project in Lae and Port Moresby in April and June 2020.

The findings of COVID-19 gender-based violence and socio-economic impact assessments guided advocacy priorities and informed targeted COVID-19 communication messages and materials.

The Women's Business Resource Centre produced the first and only report examining the impact of the COVID-19 pandemic on Papua New Guinean women entrepreneurs. To better

¹⁰⁹ *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/>.

¹¹⁰ For more information on the Safe and Prosperous Districts project, see Activity Summary 10.5.

¹¹¹ United Nations Population Fund (2020). *The State of Gender-Based Violence During the COVID-19 Crisis and State of Emergency: An assessment of case management, barriers, and realities in Papua New Guinea*. Online reference is included in Annex 6.

¹¹² United Nations Development Programme (September 2020). *Socio-Economic Impact Assessment of COVID-19 on Papua New Guinea*. Online reference is included in Annex 6.

¹¹³ For more information on the Safe Public Transport project, see Activity Summary 11.3.

evaluate the environment under which women entrepreneurs were operating during the pandemic, the Women's Business Resource Centre commissioned a survey on the impact of COVID-19 on women-operated or women-owned businesses between April–June 2020. Findings provide concrete ideas for supporting businesswomen. Conversations are currently underway to implement the report's recommendations.¹¹⁴

The Women's Business Resource Centre talked with 298 women about the impact of COVID-19 on their businesses.

Evidence gathered from *Pacific Women* partners is informing localised response efforts to the COVID-19 pandemic. The CARE Coffee and Mamayo projects participated in CARE International's Pacific regional rapid gender analysis in and collected data for the Papua New Guinea rapid gender analysis finalised in July 2020.¹¹⁵ These analyses identified the differential and gendered impacts of the COVID-19 pandemic, especially within communities. CARE has adapted its program activities to integrate COVID-19 awareness, including the potential increase incidence of family and sexual violence due to food insecurity, loss of income and child protection risks. The delivering of activities embrace new COVID-safe behaviours and promotes community mobilisation in response and COVID-19 prevention at all levels.

Localised awareness campaigns provided by CARE focused on COVID-19 symptoms, transmission risks and government-endorsed safety messages about COVID-19.

***Pacific Women* partners quickly adapted delivery of activities to adhere to COVID-19 protocols and continue to pivot activities to meet emerging priorities.** COVID-19 prevention activities, including improved hygiene and key messages, including on the gender implications of the pandemic were conducted, reaching almost 390,000 people. Partners invested in improving remote communications, using social media, apps and hosting forums and workshops virtually. In the case of human rights defenders, sharing stories and photos of training inspired others and promoted a sense of connection and shared purpose. The Business Coalition for Women delivered awareness sessions to companies online and developed short videos for companies to use as resources for staff to supplement the online training. The Business Coalition's popular Certificate IV in Leadership and Management is being adapted to be delivered online in 2021. Although the Women's Business Resource Centre was physically closed, staff continued to provide advice and referral guidance to members and women seeking advice via phone and email. The Nazareth Centre changed its mode of community awareness to comply with limits on public gatherings. It hosted smaller groups to discuss single topics. These 'Life Long Learning Circles' resulted in greater participation, more robust discussion of issues and the reiteration of key gender and COVID-19 prevention messages. All 16 village savings and loans associations formed through the CARE Coffee project continued to save during 2020, despite difficulties in earning money due to a nationwide lockdown and travel restrictions.

Members reported that savings and loan associations provided the only avenue for them to receive loans to support their families during the COVID-19 lockdown period and to restart their business activities after the lockdown.

¹¹⁴ J. Kim and H. Rosenfeld (2020). *COVID-19's Arrival in PNG: Impacts on PNG Women-Owned and -Operated MSMEs*. Center for International Private Enterprise. Online reference is included in Annex 6.

¹¹⁵ CARE (March 2020). CARE Rapid Gender Analysis COVID-19 – Pacific Region. Online reference is included in Annex 6. CARE (July 2020). PNG Rapid Gender Analysis COVID-19: July 2020. Unpublished.

4.7 Working in Partnership with Others



Partners funded through *Pacific Women* are acting together for change. Partnerships with *Pacific Women* and between the funded partners increase the impact of partners' work. The shared purpose and comprehensive and consistent support provided by *Pacific Women* to its partners results in a program that is greater than the sum of its parts.



Partners share knowledge, resources and expertise to expand the quality, reach, and impact of project work. Partnerships with international organisations and fostering networks across Papua New Guinea enables national, regional and international exposure and a sense of shared purpose and learning.



Pacific Women helps to build a stronger women's movement to provide advocacy for women's issues in the country. All partners supporting violence response and services contribute to the implementation of the National Gender Based Violence Strategy and work with provincial and district administrations to improve understanding and coordination between service providers and the referral pathway.



Pacific Women's support for grassroots and local partners strengthens their technical capacity and expands the reach of program activities. *Pacific Women* partners provide leadership and organisational skills, as well as advocacy and influencing skills, combined with opportunities to exercise leadership.

***Pacific Women* partners act together for change.** Partnerships between *Pacific Women* and its partners, and between funded partners themselves, increase the impact of individual partners' work and the impact of the program as a whole. Clear and shared program direction and comprehensive and consistent support provided by the Support Unit to partners results in a program that is greater than the sum of its parts.

The 2017 mid-term review of the Papua New Guinea Second Country Plan found that more than half of *Pacific Women* projects were acting together for change. By 2020, all projects with the exception of select infrastructure projects were acting together for change.

Oxfam and the Queensland University of Technology teamed up with human rights defender partners and the Department of Justice and Attorney General to create the Communicating the Law Toolkit.

The *Pacific Women* Six-Year Evaluation found that the program has worked best in contexts such as Papua New Guinea, where the Support Unit staff are responsible for support to technical aspects of program delivery and there is close engagement of the Australian High Commission and other sectoral programs on gender policy and mainstreaming approaches. This provides an opportunity for the Australian Government to utilise program networks as a source of learning for the aid program and to advance gender equality at a national level, engaging with a range of stakeholders who can act together for change, including those that do not receive *Pacific Women* funding.

***Pacific Women* helps to build movements around collective agendas.** By helping to build a stronger women's movement, *Pacific Women* is supporting advocacy for women's issues in Papua New Guinea. Partners have established links with district, provincial and national government agencies and are supporting the implementation of the National Gender Based Violence Strategy, including with provincial administrations, to improve the referral pathways. Key to success has been the consistent messaging developed by partners and used across country at all levels of government and in the community over many years.

Partners share knowledge, resources and expertise to expand the quality, reach, and impact of project work. By bringing its partners together, three or four times each year, for planning, learning, sharing and evaluation, *Pacific Women* has strengthened partnerships, learning and collaboration. Partner learning and review activities have been guided by the program's outcomes.

The Annual Learning Workshop and regular 'lunch and learn' sessions raised the profile of the work of *Pacific Women's* funded partners, their local partners and other programs in relation to gender equality and violence prevention. *Pacific Women's* partnerships with international organisations and support in fostering networks across Papua New Guinea enables national, regional and international exposure and sense of shared purpose and learning.

Pacific Women ensures that consistent and shared gender equality, women's empowerment and ending violence messages are reinforced at multiple levels by its diverse range of partners working across Papua New Guinea. *Pacific Women* shared research findings broadly and in targeted ways between partners to inform designs of subsequent project phases. The Do No Harm research¹¹⁶ guided the increased focus on family relationships in women's economic empowerment initiatives. Phase 2 of the Gender Justice and Healing project introduced economic empowerment opportunities for women human rights defenders. The activities use the family-based approach and basic business skills training manual developed through the Family Farm Teams project, which is informed by Do No Harm research. The Women and Extractives project used the Family Farm Teams modules as the foundation activities for its community development work and to generate support for women's decision-making roles in mine-agreement making forums.

The Coffee Industry Corporation and coffee exporting companies have adopted Family Business Management Training and Financial Literacy Training for extension officers. This has resulted in an improvement in the gender equality focus of the services they provide to coffee farmers.

Pacific Adventist University developed financial and business literacy modules for low literacy contexts for the Family Farm Teams project. These were tested by the CARE Coffee project and incorporated into the Model Farming Families training modules, as well as being used in the Women and Extractives project. The *Kommuniti Lukautim Ol Meri* savings and loan pilot included foundational training by the Pacific Adventist University using this games-based financial literacy and business skills training.

The Safe Markets project has strengthened safety and quality in markets, initially focusing on increasing safety for vendors and buyers. Vendors associations became a channel for improvements to market policies, hygiene, food handling and safety. They facilitated access to financial services and advocated for services to respond to family and sexual violence. Population Services International's Family Support Centre community outreach team provided gender sensitisation training for service providers and duty bearers of the Safe Markets and the Safe Public Transport projects and trained them on making referrals through the family and sexual violence referral pathway in Port Moresby.

***Pacific Women's* support for grassroots and national level local partners has strengthened their technical capacity and expanded the reach of program activities.** *Pacific Women* sought out and partnered with local, women-led human rights organisations and women leaders with credibility

'It was powerful knowing there are other women and men in other parts of the country working on the same issues, sharing same frustrations, adding value to your work by being part of the bigger fight.'

**Eriko Fufurefa
KUSWA**

The Women and Extractives Project Officer trained young leaders in Bougainville on Family Farm Teams modules; and two facilitators from the Young Women's Leadership project conducted *Gud Disisons*, *Gud Lidasip* training for 37 young women in seven mine-affected communities in Frieda River.

¹¹⁶ More information on the Do No Harm Research is available in the *Pacific Women* in Papua New Guinea Performance Report 2018–2019 at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2018-2019/>.

within communities. Many partners had been working to bring about safer and more equitable opportunities for women and girls in their communities for many years with limited funding.

Pacific Women's multi-year support for KUSWA, primarily through partnership with Oxfam, has provided resources and technical support to hone the organisation's facilitation skills and strengthen its activity planning, monitoring and reporting systems. KUSWA now engages in more structured prevention initiatives and uses multiple and reinforcing activities and tools. It works with targeted communities over sustained periods.

With *Pacific Women's* support, Femili PNG and the Nazareth Centre, both providing holistic care for survivors of violence, have substantially expanded their organisational capacity and reach, including to marginalised and vulnerable groups (such as women with disabilities and in rural and remote areas). Femili PNG was initially established under the auspices of Oxfam and the Nazareth Centre continues to work in partnership with the International Women's Development Agency (IWDA).

Femili PNG and the Nazareth Centre provide training and skills building for other Papua New Guinean organisations to improve the quality of safe houses, case management and trauma counselling.

The participatory gender transformative approaches review conducted by *Pacific Women* partners in 2019–2020 identified that long-term funding support, technical resources and regional and international networking has increased the exposure and confidence of individual women. Partnership with and support from *Pacific Women* expanded the reach and organisational capacity of their organisations and accelerated the achievement of outcomes.

***Pacific Women's* approach of engaging local partners in *Pacific Women* planning and learning forums increases collaboration and skills sharing**

between local organisations. Exposure through *Pacific Women*

increases the status and credibility of women and women's groups in their communities and with Members of Parliament. These skills, exposure and information, along with funds and other resources, raises the profile of local organisations and their work. This results in increased interest by other development partners to work with partners. Through the Communication Strategies for Social Change project, Queensland University of Technology has worked with local Highlands human rights partners to document their COVID-19 response through a journal article and short videos.¹¹⁷ These were shown to a global audience as part of the Women of the World Festival in June 2020. They contributed to understanding of the challenges of community-based organisations, communities and in particular women and girls were facing during the state of emergency as well as highlighting the organisations' commitment and passion for their communities.

'Through *Pacific Women*, local non-government organisations have received international exposure and recognition.'

Mid Term Review of the Papua New Guinea Second Country Plan (2017)

¹¹⁷ Videos are available at: <https://yumisanapstrong.org/responding-to-covid-19-kafe-womens-association-participates-in-wow-global-24/>.

4.8 Capacity Building of Local Partners



Pacific Women is building the technical expertise of local implementing partners to design and implement projects to achieve gender equality and women's empowerment outcomes.

This includes evidence-based, structured prevention activities; expanding access for women and girls with disabilities; understanding child protection issues and implications for violence against women programming; and monitoring activities and analysing data to inform programming choices.



Pacific Women is supporting local partners put in place organisational policies, processes, systems and practices to operate effectively. This includes strategic plans, operational and financial management policies and reporting mechanisms.



Pacific Women is building local partner capacity through working in partnerships, by brokering peer-to-peer learning and by connecting implementing partners with government and other stakeholders.

***Pacific Women* is committed to building the capacity of Pacific groups, individuals, civil society organisations and partner government staff to achieve gender equality and women's empowerment outcomes.** *Pacific Women* achieves capacity development through its ways of working: in partnership with national and international organisations; through coalitions and networks; and in cooperation with other development partners.

***Pacific Women* has strengthened at least 12 local implementing organisations' technical specialist knowledge and/or their organisational capacity to improve their implementation and reach and ability to achieve gender equality outcomes.** *Pacific Women* has strengthened disability inclusiveness strategies and understanding of child protection legislation. *Pacific Women* has supported local partners to improve their systems and processes to operate effectively, including in planning, monitoring, evaluation, reporting and financial management. *Pacific Women* has further strengthened local gender research capacity.

***Pacific Women* builds capacity through a variety of approaches.** This includes through partnerships between international organisations and local partners, which provide international, regional and national exposure and networking opportunities. The program also strengthens specific technical expertise. Oxfam's partnerships with KUSWA and Family for Change mean these local organisations now have the skills and resources to deliver structured, participatory violence prevention initiatives in addition to their existing broad-based community awareness activities. The introduction of reflective monitoring processes allows these partners to adapt delivery approaches and targets based on identified community needs and responses.

High levels of participation by community members have increased understanding of key gender and violence messages; and have led to positive behaviour changes, including reductions in intimate partner violence.

Pacific Women is strengthening partners' advocacy and voice on violence in the community, including with government ministries and service providers. Oxfam has helped local partners to increase their engagement and advocacy with government. This includes supporting the Highlands Women's Human Rights Defenders Movement to become a member of the Sorcery Accusation Related Violence National Action Plan Committee and lobbying for the establishment of the Human Rights Commission. The partnership with IWDA is supporting the Nazareth Centre to strengthen its counselling supervision processes and sustainable financial management systems. The *Pacific Women* Six-Year Evaluation highlighted the positive impact of

KUSWA has mobilised resources from local Members of Parliament and other donors to support their violence prevention activities.

IWDA building the Bougainville Women’s Federation’s capacity to reach and address the needs of specific vulnerable groups through the Young Women’s Leadership project.¹¹⁸

Pacific Women’s combination of specialist technical advisory support and multi-year core funding is making a positive difference to the ability of local partners to carry out their functions. This mixture of support has enabled the FSVAC to develop and update a range of organisational strategies, policies and procedures and increase staff skills, enabling it to deliver its mandate to support government and civil society to address family and sexual violence. This has included developing a five-year strategic plan aligned with the National Gender Based Violence Strategy, a comprehensive monitoring, evaluation and learning framework and a new draft communications strategy. This support also helped the FSVAC to secure funding from other donors.

Strong organisational strategies, policies and procedures enable effective delivery of activities and help mobilise resources from other sources.

Specialist technical advisory support and core funding of the Business Coalition for Women enabled it to develop robust organisational systems, policies and processes to operate effectively. Its monitoring and learning framework now aligns to the organisation’s financial sustainability agenda: it focuses on information relevant to attracting new clients, not just donor reporting. The Business Coalition for Women’s partnership with the International Finance Corporation has strengthened the Business Coalition for Women’s staff research skills and deepened the organisation’s relationships with industry members.

The Support Unit promotes peer-to-peer learning to build local capacity and national visibility.

The Support Unit connected the Community Development Workers Association Inc. team with CARE Coffee project staff to become skilled in the family business management approach.

In 2017 and again in 2018, *Pacific Women* brought together its three project partners working to address sorcery accusation-related violence with church-based organisations and local non-government organisations. These workshops provided opportunities to learn about each other’s work, discuss ongoing research findings and on-the-ground experiences and share tools and resources. The Support Unit facilitated briefings with the Sorcery Accusation Related Violence National Action Plan Committee members and hosted public forums. Human rights defender organisations were connected with local media, raising their profile and their work with communities and explaining the harms of sensationalist reporting. These workshops helped connect organisations, expanded research partnerships and improved the understanding of sorcery accusation-related violence issues and impacts with attendees of the public forums and through the media coverage. Participants agreed on five key priorities and recommended them to the National Action Plan Committee members.

The government has acted on three recommendations from the sorcery accusation-related violence workshops: establishing a Human Rights Commission; setting up provincial coordinating secretariats; and training law enforcers on human rights and gender issues and relevant laws relating to sorcery accusation-related violence.

***Pacific Women* partners are significantly strengthening their disability inclusion in program planning, implementation, data collection and reporting.**

In 2017, less than 20 per cent of partners reported working with people with disabilities. To strengthen partners’ understanding of disability inclusion issues, tools, resources and approaches, the Support Unit hosted workshops with local implementing partners, the Papua New Guinea Assembly of Disabled Persons, Cheshire Disability Services, Unggai-Bena Disabled Persons Organisation and

Pacific Women partners shared policies, practices and tools at the disability inclusion workshops. They identified the networking and learning as key outcomes of these workshops.

¹¹⁸ Pacific Women Shaping Pacific Development (2020), above note 5, p.36.

staff from the Department for Community Development and Religion in 2018 and 2019. Femili PNG explained how it developed and is implementing its disability inclusion policy. Other *Pacific Women* partners shared their experiences of: using sign interpreters; administering the Washington Group Questions;¹¹⁹ adapting communications materials for visually impaired clients; including disability inclusive sessions within training of community leaders; and mapping referral pathways for disability information and assistance. Disabled people's organisations provided advice on their services, data and how to collect data sensitively. Government staff increased their knowledge of the law and the National Disability and Gender Equity and Social Inclusion policies.

Pacific Women partners are increasing their understanding of the *Lukautim Pikinini Act 2015*, improving their identification and mitigation of child protection risk factors and addressing child protection needs within their broader programming. The Support Unit connected implementing partners with international and local technical expertise and brokered peer-to-peer learning and skills building to improve reporting processes and the sharing of practices. An example is the practice of 'family days' that include staff members' families to educate them on the organisation's child protection practices and behavioural obligations; and on how to support their family member working to keep other families safe.

Kommuniti Lukautim Ol Meri project partners shared how they use the 12 Golden Child Safety Rules cards to teach bodily autonomy to children aged 5–10 years and assist them to know when and from whom to seek help. The number of children reporting sexual abuse to the Well Women's Clinic has increased as a result.¹²⁰ In 2020, the Nazareth Centre began using the 12 Golden Child Safety Rules cards in Bougainville with young women and girls in safe houses.

FHI 360 used Equal Playing Field's respectful relationships and child protection curricula to inform its Safe School Program in the *Kommuniti Lukautim Ol Meri* project.

All *Pacific Women* partners met the Australian Government's Preventing Sexual Exploitation, Abuse and Harassment policy requirements by December 2020. *Pacific Women* partners were able to adapt their understanding and application of child protection processes to mapping existing policies, risks and reporting procedures for preventing sexual exploitation abuse and harassment.

***Pacific Women* is building local organisations' systems and strengthening planning, monitoring, evaluation and reporting processes to operate effectively.** The Support Unit has built partners' understanding of: what constitutes fraud and corruption; how to identify and reduce risks; and reporting and return obligations. Helping partners to build and maintain robust financial management systems, including regular and accurate acquittals, helps them to access tranche funding in timely manner, maintain implementation and mobilise other funding sources.

Local partner capacity has been built through partnerships with international organisations and by training and technical assistance from the Support Unit.

***Pacific Women* is strengthening the capacity of local researchers and gender equality practitioners to conduct research and collect and analyse data to inform ongoing programming.** *Pacific Women* research projects are conducted in collaboration with Pacific researchers, scholars and/or Pacific institutions. *Pacific Women's* Research Training Program and support for research (including representative baselines within projects) have provided local researchers with: research skills building; mentoring; supervision; experience in obtaining ethics approval; and data collection and analysis practice.

¹¹⁹ The Washington Group questions are a set of questions designed to identify people with functional limitations. The tool can be rapidly and easily deployed in a variety of settings as a means of collecting statistics on people with disabilities. For more information see <https://www.washingtongroup-disability.com/>.

¹²⁰ The Well Women's Clinic is supported by the *Kommuniti Lukautim Ol Meri* project. For more information, see Activity Summary 11.4.

The Communications Strategies for Social Change project works closely with the Centre for Social and Creative Media at the University of Goroka. Capacity building has included: film production; data analysis and research; development of organisational research policies; and supervision of post-graduate studies. The Family Protection Order Research involved researchers from Australia and two Papua New Guinean tertiary institutions working with students in Port Moresby and Lae to conduct a first-of-its-kind survey. Young people and local researchers conducted interviews, made observations and collected data from seven locations. The Improving the Impact of State and Non-State Interventions in Overcoming Sorcery Accusations Related Violence research project draws together the efforts of researchers from the Papua New Guinea National Research Institute, Divine Word University and the Australian National University. It has trained and supported local 'recorders' to safely conduct interviews and report data in five provinces. One of these recorders has been mentored and is now set to publish some of the project's findings.

In 2020, local human rights defender facilitators trained 10 University of Goroka internship students on community outreach, data collection and data analysis using the Communicating the Law Toolkit modules.

The *Yumi Sanap Strong* initiative

The *Yumi Sanap Strong* initiative works with four women-led human rights organisations. Each have a history of enabling social change and standing up for women's and human rights through strategic collective peace movements in times of crisis. Together, these groups and researchers from the Queensland University of Technology developed an advocacy model that builds on the context and experience of communities. The model develops empathy and promotes understanding of key laws to support community groups to create safer families and communities.

The project captures the stories and the solutions of human rights defenders developed over many years of resolving community conflicts. Using participatory creative media tools, the human rights defenders and the research team co-produced digital stories and developed a toolkit on Communicating the Law in partnership with the Department of Justice and Attorney General and Oxfam.¹²¹

The project has generating learning materials that promote human rights defenders as role models, that support peaceful conflict resolution and increase the knowledge of laws, how they relate and why they matter to all women and men, girls and boys. The stories, which include transformed perpetrators and survivors of violence, generate feelings of empathy among audiences and encourage personal reflections. Ongoing mentoring by the local community-based organisations helps communities develop and implement solutions that work for them.

As a result of the project, human rights defenders have increased the impact of their work in the communities, at provincial level and at national level. Training with village court magistrates, community leaders and police is resulting in improved respect for human rights in their mediations.

¹²¹ Jackie Kauli, and Verena Thomas (2018). *Communicating the law: A participatory communication toolkit for human rights defenders in Papua New Guinea*. Oxfam in Papua New Guinea, Highlands Women Human Rights Defenders Movement, Queensland University of Technology.

4.9 Increased Coordination with Other Sectors and Programs



By networking and sharing learning and resources across sectors, *Pacific Women* is highlighting work being done by different actors across Papua New Guinea and creating opportunities for collaboration. *Pacific Women* has provided more than 6,800 women with formal opportunities to share their ideas and to learn from each other. Over 1,400 women and men attended Annual Learning Workshops and ‘lunch and learn’ sessions between 2015–2019.



Pacific Women curates networks of people and organisations working in similar fields and across government departments to work collaboratively on priority issues, including: gender-based and sorcery accusation-related violence; increasing understanding of and strengthening implementation of laws; child protection; and disability inclusion.



Pacific Women links its partners and stakeholders to regional activities, which increases their exposure to work and research in other countries in the Pacific region. *Pacific Women* support partners and stakeholders to collaborate with other groups in the region and attend regional forums to share experiences and achievements from their work in Papua New Guinea.

***Pacific Women* promotes networking and the sharing of learning and resources across sectors.** *Pacific Women* supports people and organisations with similar interests to come together by convening events such as the Annual Learning Workshops and regular ‘lunch and learn’ seminars, networking meetings and informal people-to-people channels.

The Annual Learning Workshop began in 2015 as a forum primarily for funded partners. By 2019, close to 300 participants attended from government, research organisations and civil society, including those that do not receive Australian support. The three-day workshops provide opportunities to amplify the work of *Pacific Women*’s partners, to share opportunities for collaboration and for government and civil society representatives to present their work and explore issues with a wide audience, ensuring learnings and developments from *Pacific Women* are widely disseminated. The Annual Learning Workshops increase program accountability to the Governments of Papua New Guinea and Australia. They provide an annual update of program progress toward outcomes and expenditure of funds.

The *Pacific Women* Six-Year Evaluation referred to the Annual Learning workshop as an outstanding example of the program playing a convenor role by bringing together the full range of donor, government and civil society stakeholders.

***Pacific Women*’s events enable research and learnings to be shared, improve coordination and strengthen links between stakeholders.** Learning forums also showcase work of local, district and national departments to increase gender equality. The events increase the visibility of Papua New Guinean women and women’s groups and showcase their work. There is evidence that this exposure has increased support from Members of Parliament for the work of women’s groups and led to inclusion of projects in Provincial Administrations’ and District Development Authorities’ budgets.

In 2019, *Pacific Women* hosted a specific learning event for the Department of Justice and Attorney General on community by-laws and how they are operating to protect women and children.

Pacific Women coordinates networks of people and organisations working in similar fields and across government departments to work collaboratively on priority issues.

These include: gender-based and sorcery accusation-related violence; increasing understanding of and strengthening implementation of laws; counselling; child protection; and disability inclusion.

The program's convening efforts increased the opportunity for the program to influence the work and investments of other Australian sector programs and programs funded through other sources. The World Bank's new Papua New Guinea Agriculture Commercialisation Development project incorporates a family-based approach as a result of the *Pacific Women* team actively lobbying its inclusion during the project's design. This included meetings, sharing research, learnings and resources, making introductions and providing networking opportunities.

A small investment by *Pacific Women* to fund participants to attend Pacific Adventist University's financial literacy training and training of trainers had significant benefits. CARE Coffee was involved in piloting the curriculum and has integrated materials into its ongoing training. The Women and Extractives project and Bougainville Women's Federation incorporated the training in the Young Women's Leadership project. Oxfam is using the materials in their separately funded livelihoods projects. FHI 360 included the training in the *Kommuniti Lukautim Oi Meri* economic empowerment activities. The Nazareth Centre uses the materials in its economic empowerment pilot.

Pacific Women partners have increased the reach and impact of their approaches by training community, business and government partners and encouraging them to take them up. Government agencies, including the Coffee Industry Corporation and the Fresh Produce Development Agency, have incorporated CARE Coffee and Family Farm Teams training modules that include financial literacy into their extension officer curriculum and village extension worker training respectively.

In 2019, *Pacific Women* convened a workshop for partners and government stakeholders to share learnings and consider opportunities for disability inclusive programming. *Pacific Women* initiated the collaborative development of disability inclusiveness guidelines for Australian funded development partners and stakeholders that were finalised in 2021.

To help address the urgent need identified by partners and stakeholders for child-specific services, *Pacific Women* supports partners to work with government to improve child protection services. The program created opportunities for the Government of Papua New Guinea to share information with stakeholders about the *Lukautim Pikinini (Child Welfare) Act* 2015 and its National Child Protection Policy 2017–2027.

Pacific Women and the Australian Government-funded Justice Services and Stability for Development program collaborated to coordinate and disseminate research supporting the implementation of the

'*Pacific Women* actively curated networks of people working in similar fields and across government departments through the formal learning workshops and also informally through many different catch ups and connections both in person and through email. For example, this was how we ended up working so closely with Voice for Change in Jiwaka and with the Justice Services and Stability for Development program.'

**Miranda Forsyth,
Australian National University**

Pacific Adventist University's financial literacy training has been adapted and incorporated into the training portfolios of five *Pacific Women* partners.

The disability inclusive programming guidelines initiated by *Pacific Women* ensure disability inclusion actions are incorporated into the planning and delivery of Australian-funded programs and activities.

Family Protection Act 2013.¹²² The studies provide valuable data and insights into the experience of survivors of violence and the needs of key institutions responsible for supporting survivors.

Pacific Women links partners and stakeholders to regional activities to increase their exposure to work and research in other countries in the Pacific region. *Pacific Women* supports partners and other stakeholders to collaborate with other groups in the region and to attend regional forums to share experiences and achievements from their work in Papua New Guinea.

Equal Playing Field's Safe Schools, Strong Communities project is part of *Pacific Women's* Pacific Girl program, which increases participants' exposure to other organisations and approaches across the Pacific working to support adolescent girls achieve their full potential.¹²³ Pacific Girl funds six projects conducted by civil society organisations in six Pacific Island countries. In 2019, one of Equal Playing Field's young women leaders joined adolescent girls from Fiji, Tonga and Vanuatu at the regional Pacific Girls Speak Out and *Pawa Toktok* convened during the Pacific Girl Inception Workshop.

Adolescent girls participating in Pacific Girl projects presented to adult meetings on issues that affect them; and facilitated a session on effective strategies for engaging adolescent girls.

Girls supported by Equal Playing Field, the Talitha Project in Tonga and the Fiji Women's Rights Movement collaborated to prepare presentations for the UN Child Rights Committee extraordinary session held in Samoa in 2020 to focus on the situation of children's rights in the Pacific region. Due to COVID-19 travel restrictions, the team was represented at the session by the Talitha Project. The Equal Playing Field adolescent girls sent a video message to the meeting. In 2020 and 2021, Equal Playing Field participated with other Pacific Girl partners in online learning and review forums.

Pacific Women supports the National FSVAC to participate in the *Pacific Women's* Network Against Violence Against Women. The network brings together practitioners from across Pacific Island countries, including for the regular Pacific Regional Meeting on Violence Against Women. The FSVAC's male advocacy program has been informed by the Network's Regional Training Program and Male Advocacy for Women's Human Rights and Against Violence against Women Program developed by the Fiji Women's Crisis Centre.

Pacific Women sponsored the Nazareth Centre and other partners to attend the Pacific Feminist Forum in Fiji in 2019. The civil society-led forum brought together diverse, feminist women and men from across the Pacific to share knowledge and experiences, celebrate achievements and strategise for collective action to achieve women's human rights. Agnus Titus from the Nazareth Centre said of the forum: 'It is building on the momentum. It enables us – the coming together of women – at the local level, and then at the national level, and then here at the Pacific level. The more we get together, the more we come into contact with one another and learn from one another it helps us to...think of the many ways that we could deal with our issues, in our local context.'

Family Farm Teams project partner, Voice for Change and CARE International were two of the presenters at the *Pacific Women* Regional Learning Forum on Women's Economic Empowerment in Fiji in 2019. They supported the exploration of intersections between violence against women and women's economic empowerment; how structural systems of inequality impact the economic empowerment of Pacific women; and the importance of integrating 'do not harm' objectives into women's economic empowerment initiatives.

Voice for Change and CARE International shared about their work to change gender power relations in Papua New Guinea to over 120 regional researchers, policy makers and development practitioners.

¹²² The Australian National University is conducting the Family Protection Order Research project and the Justice Services and Stability for Development program has commissioned studies on the investigation and prosecution of family and sexual violence offences and on family and sexual violence referral pathways.

¹²³ Pacific Girl is a \$4.5 million multi-country program managed under the *Pacific Women* program. More information at: <https://pacificwomen.org/our-work/initiatives/pacific-girl/>.

In July 2020, *Pacific Women* hosted its first Women’s Economic Empowerment webinar to share measures for a gender-aware and feminist response to the impacts of the COVID-19 pandemic. As one of three panellists, the Safe and Prosperous Districts program manager spoke about the substantial income reductions experienced by market vendors due to lockdowns. She supported the need for social protection and insurance measures, especially for highly-gendered informal economy workers. She described efforts to help women vendors to diversify income and working with vendors’ families to promote women’s rights, especially to make decisions about their income and assets.

The Nazareth Centre is a member of the Shifting the Power Coalition supported by *Pacific Women* and ActionAid Australia. The coalition is a Pacific network of women leaders committed to better inclusion of women’s voices and perspectives in disaster prevention, preparedness and advocacy. The coalition provides supports through training, network building and research.

As part of the Shifting the Power Coalition, the Nazareth Centre works closely with regional partners femLINKpacific and the Pacific Disability Forum; strategic partner, the Pacific Community; and country-based partners.

The Nazareth Centre’s Advocacy Manager combined her experience and expertise in women’s empowerment, peace, and security with her mediation skills to successfully influence the composition of the regional disaster management committee in Bougainville. She convinced the male decision makers that women need to be included at the ‘design table’ of disaster management and recovery. She made them understand that women’s needs are different from those of men and that different perspectives need to be understood and taken into account for the best results. The Nazareth Centre’s successes (and those of other Shifting the Power Coalition members) during the COVID-19 pandemic have been featured in the media and through the United Nations Office for Disaster Risk Reduction.¹²⁴ In June 2020, the Nazareth Centre shared its experiences with international audience as a panelist with other international partners of the Global Partnership for Prevention of Armed Conflict.

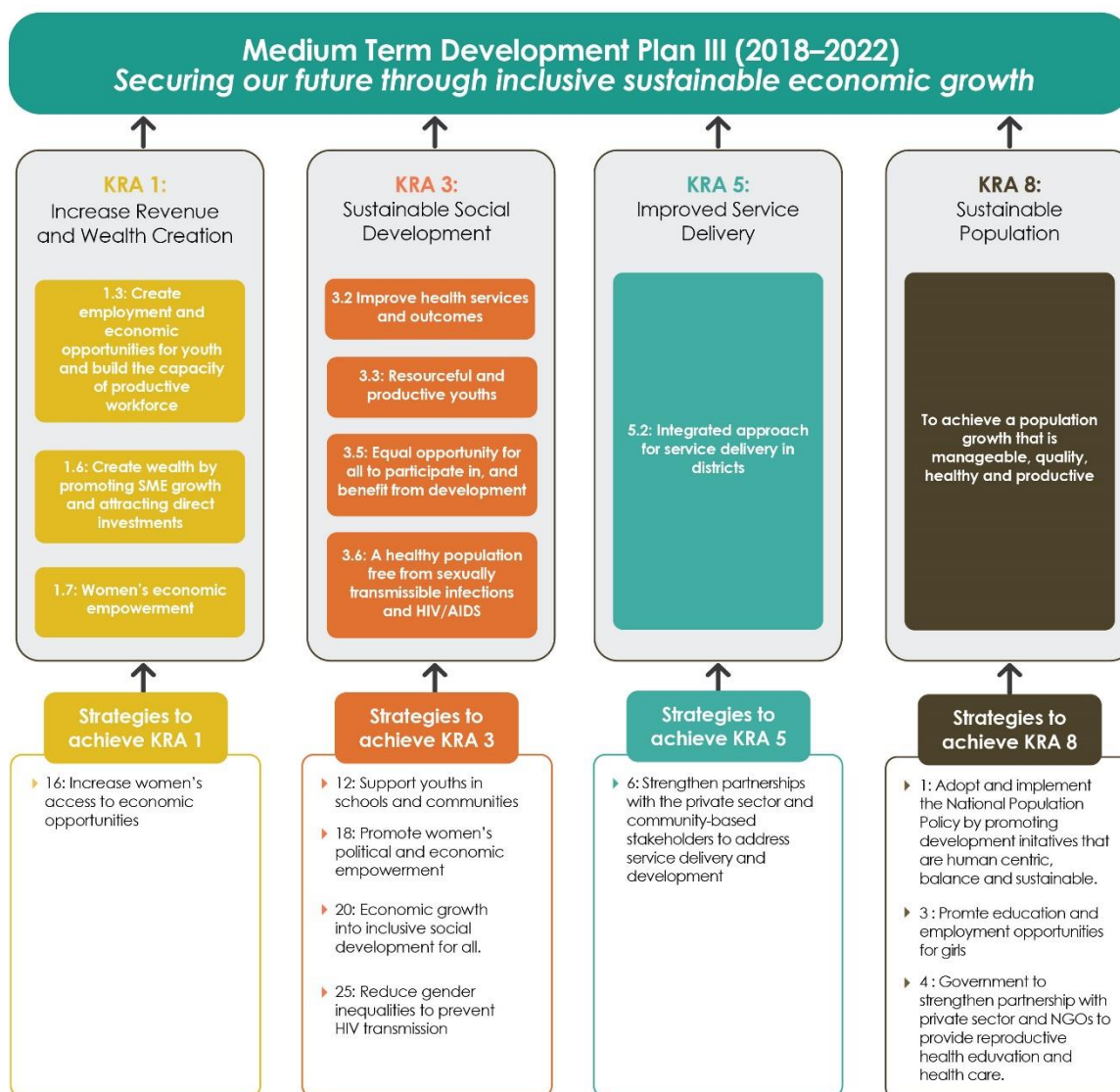
5 Contributions to Medium Term Development Plan III and the National Gender Based Violence Strategy

The Government of Papua New Guinea’s Medium Term Development Plan III is a five-year development plan for 2018–2022. The plan builds on gains and lessons from two previous medium-term development plans. The overall goal of the plan is to secure the future of Papua New Guinea through inclusive sustainable economic growth. The plan has eight key result areas with 25 sub-goals. The *Pacific Women* program contributes primarily to the four key result areas and strategies included in Figure 12 below.¹²⁵

¹²⁴ Yo Kunieda (15 September 2020). *Women’s Leadership in the Pacific: Trailblazer opens world of disaster management to women*. United Nations Office for Disaster Risk Reduction – Regional Office for Asia and the Pacific. Available at: <https://www.undrr.org/news/womens-leadership-pacific-trailblazer-opens-world-disaster-management-women>.

¹²⁵ In addition, the Family Protection Order Research project, which investigated the efficacy and impact of family protection orders, contributed to Key Result Area 4 Strategy 4.1.1 to strengthen, increase capacity and modernise law and justice services. For more information, see Activity Summary 12.5.

Figure 12 Pacific Women contributes to the following Medium Term Development Plan III key result areas and strategies



Key Result Area 1: Increased Revenue and Wealth Creation

Twenty *Pacific Women* projects have contributed to achieving Goal 1.7 of the Medium Term Development Plan III for women's economic empowerment by implementing strategy 1.7.16 of increasing women's access to economic opportunities. The inclusion of this goal in the Medium Term Development Plan III indicates an acknowledgement of the value to national development of full participation of women in the economy.

Pacific Women research strongly indicates that achieving women's economic empowerment requires women to have access to, and control over, income and assets, as well as participating in the formal and informal economies.¹²⁶ *Pacific Women* projects have demonstrated the effectiveness of working as a family team, adopting more business-like approaches to farming to increase household income.

¹²⁶ For more information on the Do No Harm research project and its findings, see the *Pacific Women* in Papua New Guinea Performance Report 2018–2019 at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2018-2019/>.

These approaches have increased women's ownership of assets, increased women's decision making within the household and decreased unequal workloads within families.¹²⁷

Pacific Women projects contribute to achieving women's economic empowerment through financial literacy and business skills training and by helping women to start and grow their businesses. The Women's Business Resource Centre opened in November 2016 in Port Moresby. Since 2018, 2,000 women have reported a more general increase in knowledge on how to start or grow businesses as a result of their engagement with the Resource Centre and 233 women have reported expanding their business through access to finance, increasing their income and/or employing more staff.

Seven *Pacific Women* projects have helped women to save, open bank accounts and access loans. The Safe City, Family Farm Teams and *Kommuniti Lukautim Ol Meri* projects have trained women and their families in basic business skills and connected them to financial institutions. The CARE Coffee project established 16 village savings and loans associations with 113 women and 97 men members. It is mentoring the Coffee Industry Corporation to meet its target of establishing 30 new village savings and loans associations, including providing members with financial literacy and family business management skills as foundational training.

The Business Coalition for Women helps the private sector implement workplace policies to address barriers to women's full participation in the economy as employees, leaders, customers and business partners. Companies are investing in women employees to build their leadership and management skills and confidence. Companies are implementing anti-sexual harassment and family and sexual violence policies to increase safety and promote workplace cultures that promote opportunities for women to thrive.

Key Result Area 3: Sustainable Social Development and National Gender Based Violence Strategy

All projects funded by *Pacific Women* contribute to achieving Goal 3.5 of the Medium Term Development Plan III of equal opportunity for all to participate in, and benefit from, development.

At least 11 activities have or are contributing to strategy 3.5.18 in advocating for women's political and economic empowerment. The Women Make the Change project is developing a cadre of women leaders at the sub-national level and supporting the formation of women's associations to represent and advocate for women's issues. Two projects have focused on building the skills and confidence of women contesting national and local level elections. The Safe City project demonstrated approaches to inclusive market governance arrangements for women and other vendors to engage meaningfully in decision making in market management. This approach has been adopted in other development projects and implemented in other provinces. The Business Coalition for Women supports women's leadership within the private sector, including in senior executive roles and as board members.

Since 2016, *Pacific Women* partners have increased the participation of people with disabilities in their activities, including 1,179 women with disabilities, 24 girls with disabilities, 741 men with disabilities and three boys with disabilities. Projects ensured images and communications were inclusive and contained positive images of people with disabilities as members of communities. Three projects contribute to Strategy 3.5.20 for economic growth to translate into inclusive social development for all. The Entrepreneurial Ecosystem project, for example, used sign language interpreters at the Women's Business Resource Centre to allow women with hearing impairments to take advantage of business skills training.

Four *Pacific Women* projects have or are contributing to Goal 3.2 of the Medium Term Development Plan III to improve health systems and outcomes. These projects strengthen health worker professional skills to support survivors of gender-based violence, provide sexual and reproductive health services and rehabilitate selected health facilities to meet minimum water, sanitation and hygiene requirements. The *Mamayo* project has contributed to measurable increases in the uptake of

¹²⁷ For more information, see Section 4.3 Key Achievements: Women's Economic Empowerment outcome.

modern contraceptives by families and communities, including through the training of 125 village health volunteers and community leaders in rural health catchment areas in Kunua District in Bougainville, Lufa District in Eastern Highlands Province and Menyamyia District in Morobe Province.

The *Mamayo* project also contributes to Goal 3.8 of the Medium Term Development Plan III to improve immunisation coverage. Since it began in April 2018, the project has supported 32 integrated maternal and child health patrols in the three districts at the target health facilities. The patrols include family planning, antenatal care and routine childhood immunisations. In 2020, the project helped the Kunua District Health Authority's assessment and vaccination response to a whooping cough outbreak and in 2019, it supported the Eastern Highlands Provincial Health Authority to deliver three rounds of emergency polio vaccinations to more than 2,000 children in Lufa District. This resulted in an increase in immunisation from 30 per cent in 2018 to over 60 per cent in 2019.

Six *Pacific Women* projects contribute to Goal 3.3 of the Medium Term Development Plan III of resourceful and productive youth. These projects implement strategy 3.3.12 by supporting youths in civic engagement and other school, community and society-based enrichment activities. In Bougainville, the Nazareth Centre's school-based program has changed students' behaviours in favour of non-violent and more respectful attitudes and resulted in learning improvement for students. In Port Moresby, Equal Playing Field is using sport to educate students to foster respectful relationships between girls and boys to over 2,900 students in Grades 6 and 7 in 14 schools. It is working with teachers to increase their knowledge and skills to ensure schools are safe environments. Two projects engage youth to create grassroots movements of young people to mobilise against harmful norms that prevent women and girls from achieving their full potential.¹²⁸

A significant constraint on women's full participation in and benefit from development is the risk and impact of family and sexual violence. Goal 3.6 of the Medium Term Development Plan III recognises the need to reduce gender inequalities in strategy 3.6.25. Twenty-five *Pacific Women* projects and 59 per cent of funding contributes to preventing and responding to violence, contributing to each of the four objectives the National Gender Based Violence Strategy (2016–2025). Figure 13 summarises these contributions.

¹²⁸ The *Inap Nau* campaign implemented by Oxfam partners, see Activity Summary 11.1; and the *Sanap Wantaim* behaviour change campaign through the Safe Public Transport project, see Activity Summary 11.3.

Figure 13 Pacific Women contributions to the four objectives of the National Gender Based Violence Strategy (2016–2025)



Since *Pacific Women* began in Papua New Guinea, 22,255 women and girls and approximately 2,218 men and boys have accessed support services including counselling, case management, health or justice services and emergency repatriation and reintegration support in the case of extreme violence through partners funded by *Pacific Women*. This includes 3,228 women and girls accessing these services since July 2020.

Key Result Area 5: Improved Service Delivery

Most activities funded by *Pacific Women* work in rural and remote communities.¹²⁹ Since January 2018, 15 projects have contributed to Goal 5.2 of the Medium Term Development Plan III of an integrated approach for service delivery in districts by implementing strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development. Most of these projects focus on improving and extending the referral network and services for survivors of violence.

The *Kommuniti Lukautim Oi Meri* project partnered with the East Sepik and West Sepik Provincial Health Authorities to decentralise medical case management services for survivors of violence against women to rural district health centres in Aitape-Lumi, Maprik and Nuku Districts.

Bel isi PNG is an innovative public-private partnership between businesses, the National Capital District Commission and the Australian Government. It supports the private sector to comprehensively address the impact of family and sexual violence on the workforce and reduce the cost to business. It provides effective case management and safe house services for people experiencing family and sexual violence and promotes strong partnerships and improved coordination among government and non-government service providers in Port Moresby.

Bel isi PNG builds on the success of *Femili* PNG's approach and experience in Lae in Morobe Province. In both cases, *Femili* PNG's case management for clients is effective in part due to strong relationships with other service providers, including government service providers. Strong relationships have been built over time through a clear understanding of each other's roles and responsibilities, shared objectives and, at times, sharing of resources. *Femili* PNG provides technical training to build the capacity of government and other service providers.

Key Result Area 8: Sustainable Population

Pacific Women funded two projects since 2018 that contributed to achieving Goal 8.1 of the Medium Term Development Plan III to achieve a population growth that is manageable, quality, healthy and productive. Both the *Mamayo* and *Kisim Femili Plenin* projects support government and church partners to strengthen health service delivery into remote and rural communities in five districts, focusing on improving the demand for and the supply of family planning services.

The *Kisim Femili Plenin* project improved access to quality family planning services, including for unmarried and young women and men. With Marie Stopes International, the project provided in-service training for 32 clinicians on sexual reproductive health and family planning, many for the first time. Following the training, uptake of contraceptive services from women in Aitape-Lumi District in West Sepik Province increased 4.5 times to 183 women in July–December 2019, compared to 40 women in the previous six months. The project worked with Family Support Centre clinicians and staff to increase the appropriateness of services for young people. It gained the support of stakeholders in health, education and the Catholic health services sectors. The project supported 2,519 clients access family planning services at participating health facilities in Aitape-Lumi and Maprik Districts April 2018–December 2020, including 587 women since July 2020, of which 32 were adolescent girls.

¹²⁹ See Annex 5 for a list of project locations. Of the 54 projects, 34 work in rural communities.

6 Sustainability

6.1 Pacific Women is promoting better understanding about what gender equality means for Papua New Guinea



Pacific Women has developed a strong body of evidence about what works to achieve gender equality in Papua New Guinean contexts. The program has significantly increased community and government understanding about harm resulting from the gender inequality and discrimination, the causes of violence and the value of gender equality for Papua New Guinea.

Pacific Women's strategic and long-term investment in research collaborations has enabled partners to conduct their own research (often participatory action research), trial and test new ideas and refine program strategies based on the resulting learnings. *Pacific Women's* investment in research within funded projects and support for building local research capacity has strengthened the skills and numbers of people researching approaches to address gender inequality in Papua New Guinea.¹³⁰

Pacific Women investments are increasing government and community sector knowledge of what is required to ensure quality sexual and reproductive health services, child protection and services for survivors of gender-based violence. Partners have developed protocols and strategies for improving coordination among services, effective case management and provision of timely services. As a result, services are more client centred and guided by research and evidence.

6.2 There is stronger action on gender equality and prevention of violence against women and girls by government, partners, the private sector and community members

Because of activities funded by *Pacific Women*, many more, diverse voices are speaking up to prevent gender-based violence. Men and boys, plus community, business and political leaders are increasingly speaking out and taking action. These diverse actors are publicly challenging norms that tolerate violence against women and children and promoting alternative positive behaviours. Women and men are working together to bring about change.

Many *Pacific Women* partners report that, when exposed to new knowledge and opportunities for self-reflection, community members want to become more engaged, to know more, to build more skills and become volunteers. In Bougainville, the network of women human rights defenders and male advocates is growing: they are educators, activists and service providers in their communities promoting gender equality, peace building, human rights and zero tolerance to family and sexual violence. *Sanap Wantaim* youth advocates are taking steps to increase safety at bus-stops. Young men engaged in Oxfam's *Inap Nau* campaign are raising awareness with their peers and intervening when they see violence. Taxi drivers engaged through the Safe Public Transport and SASA! Together projects are supporting survivors of violence to access services. These women, men and young people are not only acting differently, but also encouraging others to do so.

Private sector companies are investing in women as employers and suppliers. They are introducing workplace policies and practices to increase women's safety, increasing women's access to extension services and investing in female employees' leadership and management skills. At least 54 businesses have adopted gender smart safety policies and tools developed by the Business Coalition

¹³⁰ For further details of local research activities and capacity building, see Section 4.8 Key Achievements: Capacity Building of Local Partners.

for Women. Companies working to improve gender equality and women's safety attest that it is good for business.

With the support of *Pacific Women*, government actors have strengthened their responses to violence against women and children, particularly at the district and provincial levels. The Western Highlands Provincial Health Authority asked FHI 360 to help it roll out a new electronic data collection system to raise the visibility of rape and sexual assault across the health authority. Improved relationships between police and non-government local organisations are leading to stronger responses to sorcery accusation-related violence and better outcomes for survivors of family and sexual violence, especially in Bougainville, Lae and Port Moresby. Twenty male national Members of Parliament formed the Coalition of Parliamentarians to End Gender Based Violence in 2020 with support from the Women Make the Change project.

In the 2020 budget, the Government of Papua New Guinea committed PGK500,000 to implement the Sorcery and Witchcraft Accusation Related Violence National Action Plan. In February 2020, the Government also announced its commitment to establish a Human Rights Commission and Secretariat that will oversee and monitor its implementation. *Pacific Women* partners, including the Highlands Women's Human Rights Defenders Movement, advocated for these changes and are well positioned to support the delivery of these new commitments.

6.3 Successful approaches developed and tested through *Pacific Women* are being taken up by others

Pacific Women's investment in sharing successful approaches and lessons has influenced the development of new initiatives by the Government of Papua New Guinea, other Australian investments and other development partners. *Pacific Women's* research findings and successful approaches have been taken up by other programs and groups, ensuring the benefits are sustained.

Pacific Women partners' approaches have been adopted by the Government of Papua New Guinea and integrated into new projects. The family-based farming approaches are a foundation activity in the Government's new Markets for Village Farmers project, which includes training 23,000 farming households in family-based approaches.¹³¹ The market vendor association model has been adopted as a 'voice strategy' to give vendors a collective and formal voice in government decision making in the draft Informal Economy Strategy and revised legislation.

The National Capital District Governor has adopted the 'new normal' campaign as the city's campaign and the *Sanap Wantaim* youth advocates as a central part of the National Capital District's Gender Based Violence Strategy. The Women's Business Resource Centre is a successful model with the Center for International Private Enterprise launching similar initiatives in Afghanistan, Jordan and Guatemala. Recognising the benefit and success of CARE's village savings and loans associations, the Coffee Industry Corporation has a target of establishing 30 new groups in the Highlands. The Spotlight Initiative is now funding the important work the FSVAC does in improving the quality of gender-based violence services. To extend the use and impact of the Communicating the Law Toolkit, partners have trained key influencers, including police and village court magistrates.

¹³¹ The International Fund for Agricultural Development project is valued at USD29.56 million over six years and is financed through a loan with the Government of Papua New Guinea.

6.5 Stronger local organisations are working to achieve gender equality

Long-term investment in local organisations has increased their effectiveness, influence and capacity to drive sustainable change in their communities. Organisational support has enhanced their technical and operational capacity. *Pacific Women* supports local partners to implement more robust monitoring, to collect and share evidence of change with others and to strengthen their internal financial management processes. Opportunities to participate in national, regional and international forums have increased the exposure and confidence of individual women, expanded the reach and organisational capacity of their organisations and accelerated the achievement of outcomes.

Through their partnership with Oxfam, human rights defender organisations have moved from conducting mass awareness raising to structured prevention activities. They integrate activities that engage men strategically in awareness and advocacy for gender equality with other project components so that men's contributions are not seen as separate to the collective goal of gender transformation.

Pacific Women's investment in developing the leadership skills of young women leaders in Bougainville has led to jobs and helped young women establish small businesses.¹³²

The Nazareth Centre, in partnership with IWDA, significantly expanded its network of women human rights defenders and male advocates and crisis support services to reach even more women and communities in rural and remote areas. Sister Lorraine Garasu from the Nazareth Centre commented: '*Pacific Women* funding gave us the time to see the impact of our work. During Phase One we couldn't see outcomes; but in Phase Two we can see the changes.'

7 Lessons Learned

7.1 The Papua New Guinea-based Support Unit bolstered collaboration between partners and the uptake of successful approaches



The *Pacific Women* program works with multiple, diverse implementing partners. The Support Unit provides the program with technical, logistical and administrative support. The Support Unit progressively managed the majority of funding agreements and worked with all implementing partners. Having a Support Unit team based in Papua New Guinea enabled the team to develop a deep knowledge of partner projects; and to use this knowledge and understanding to catalyse collaboration and make connections between implementing partners and other stakeholders. The Support Unit staff worked actively with multiple government departments, other sectoral programs and broader stakeholders to support a comprehensive approach to women's empowerment. They ensured that the impact of the sum of program activities was greater than individual projects.

The Support Unit hosted regular networking and learning forums to: share information and research findings; promote greater awareness of implementing partners' work; build linkages; and encourage learning between stakeholders to achieve more coordinated action towards shared gender equality outcomes. The *Pacific Women* Six-Year Evaluation in 2020 found that, working closely with the

¹³² This support was through the Young Women's Leadership project. More information on this 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/>.

Australian High Commission Gender team and other sectoral programs, the Support Unit effectively influenced Australian Government policy and programming.¹³³

7.2 Change in one outcome supports change in other outcomes

Pacific Women's efforts to share learnings and resources and by adopting a comprehensive approach – one that addresses the interconnected challenges of women's safety, participation in decision making, economic security and the capability to direct one's life – has strengthened the outcomes for beneficiaries. While all projects identify primarily with a single *Pacific Women* outcome, many contribute to at least two. Evaluations of the program have found considerable linkages in Papua New Guinea between Violence Prevention and Response activities; and the outcomes of Women's Economic Empowerment and Women's Leadership and Influence. Projects have found it most effective to combine practical skills building activities with activities that challenge social and gender norms by working with women and men, preferably together.

Pacific Women partners work in rural areas, in under-served areas with few opportunities for women and in urban marketplaces. For *Pacific Women*, women are equal actors with decision making roles, not just ultimate beneficiaries. Typically, for women to take up and maximise the benefits of economic opportunities, they need to see themselves in these roles, yet they often lack the necessary confidence and skills.

Consequently, *Pacific Women* projects build women's confidence through practical skill building in financial literacy and budgeting, leadership and organisational skills; then provide opportunities to practice these new skills. Projects also put in place strategies that take account of the risks of violence experienced by women. This includes awareness of human rights, relevant laws and local service providers and the strengthening of referral pathways. The evaluation of the Young Women's Leadership project highlighted the significant contribution of economic enterprises to creating an enabling environment for young women to take up different roles – including leadership roles – outside their home. Contributing income to the family increased respect and appreciation for young women's abilities. Applying new business development skills through livelihood projects and fundraising has provided opportunities for young women to expand and sustain the Young Women's Associations and built young women's status and confidence in their communities.¹³⁴

7.3 Increasing women's representation in political leadership requires long term investment in building local level support and acceptance

Preparing political leaders takes time. *Pacific Women* strengthened its focus on leadership at community and local level in response to research that identified the value in building a critical mass of women in leadership across all levels of decision-making. Women who gain experience in local government are better positioned to stand for election at district, provincial and national levels.

Research supported by *Pacific Women* identified a number of characteristics of successful women candidates including: strong connections to the electorate or community; strong male advocates or 'demonstrated male supporters' who control polling booths; a high-profile family background (often political); proven reputation as a local representative; a supportive constituency; demonstrated significant church involvement; and demonstrated electoral success (having secured a high percentage of first preference vote) if the woman has stood previously.¹³⁵

¹³³ *Pacific Women* Shaping Pacific Development (2020), above note 5.

¹³⁴ Jane Cousins (2019), above note 53.

¹³⁵ Haley, N., 2016). Improving Women's Electoral Chances through an Evidence-Based Approach: Metrics of Success – Improving Women's Electoral Prospects. Available at: <http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ib-2016-37-haley.pdf>.

Pacific Women projects drew on these research findings and consultation with women throughout Papua New Guinea to increase understanding of electoral contexts and improve campaign strategies. They identified the need to engage with potential women candidates across the inter-electoral cycle and to support women to run successful campaigns. *Pacific Women* projects dedicated efforts to promote women as good leaders, build the commitment of male leaders and shift voter willingness to vote for women. Although no women were successful in the 2017 national elections, women trained through the Women in Leadership Support project performed better than those who were not.

Pacific Women's strengthened focus on building leadership at all levels has strengthened the capacity of women to lead and increased recognition of women as leaders. The Voter Education project promoted good governance and challenged community perceptions of what good leadership looks like. The Young Women's Leadership project successfully strengthened young women's confidence and leadership skills, and increased their voice in local and regional government affairs. Skills training and leadership opportunities provided to women through a range of community level projects resulted in increased confidence of women, including young women, to take on leadership positions within their communities and resulted in positive changes in community attitudes. In Bougainville, 82 per cent of villages involved in the Inclusive Development project reported a significant positive change in their perception of the role of women in their community.¹³⁶

However, increased capacity and willingness of women to contest elections, will not translate by itself into increased representation of women in district and national government. Increasing women's political representation requires a comprehensive and long-term approach.

7.4 Core funding and capacity building has strengthened local organisations' ability to bring about social gender change

Pacific Women in Papua New Guinea supports local organisations working to: provide comprehensive and holistic support for survivors of violence against women; increase the uptake of modern contraceptives and family planning services; promote women's leadership in their companies and communities; and empower women economically within families and as farmers. Multi-year core funding has provided at least eight local organisations and initiatives time to mature. *Pacific Women* has sometimes supported organisations through auspicing or other arrangements with international partners. This gives time and technical skills to address organisational gaps while testing and iteratively improving and expanding service delivery. In many cases, these organisations have attracted government and other donor funding, in part due to increased visibility of their achievements and stronger organisational systems.

Pacific Women's longer-term and partnership approach has provided the time to build relationships of trust between local and international organisations and the financial resources needed to improve technical and operational capacity. Through their partnership with Oxfam, local organisations have shifted from mass awareness raising to structured prevention approaches that challenge and change social norms. Oxfam has also supported them to better understand the importance of, and begin to put in place, stronger organisational governance arrangements.

Multi-year core funding not only strengthens local organisations' abilities to strengthen their accountability and organisational policies in a manner that is sustainable, it has also enabled them to recruit and retain skilled staff. Multi-year and core funding have also contributed to an environment enabling collaboration – the open sharing of resources and expertise between organisations. This is less likely to happen in environments where organisations are constantly competing against each other for short-term and more limited funding resources.

¹³⁶ More information on the Inclusive Development in Bougainville 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/>.

Core funding combined with technical support provided to the FSVAC enabled it to continue to deliver its mandate and improve staff and organisational capacity during periods of significant policy and funding uncertainty. In 2020, it was able to secure ongoing support through the Spotlight Initiative. The Ending Violence Against Women evaluation recommended continuation and expansion of core funding to local women’s organisations to strengthen their critical and catalytic work, noting the risks that gains to date could be short-lived if funding is not continued.¹³⁷

7.5 Effective violence prevention requires time to learn, adapt and evaluate

The Demographic Health Survey 2016–2018 and many smaller studies have consistently found high levels of violence against women in Papua New Guinea. Gender-based violence, the fear of violence and partners’ controlling behaviours limit women’s participation in and benefit from the formal economy and their ability to take up leadership roles within their communities and in political positions. Prevention of violence is therefore integral to the achievement of women’s economic empowerment and women’s leadership.

Further, increasing community awareness and understanding of gender-based violence and the relevant laws prohibiting such behaviour leads to increases in demand for crisis support services. Increasing demand adds pressure on the existing – and mostly poorly resourced – government supply of services, including police, courts, health providers, child protection officers and welfare agencies. It is therefore critical to continue investment in efforts to shift attitudes and change behaviours to prevent violence against women and children and to improve the accessibility and quality of response services for survivors.

Pacific Women has invested in at least eight violence prevention projects with strong evidence-based theories of change.¹³⁸ These projects share an iterative learning approach to monitoring and periodic evaluation to test assumptions and assess the effectiveness of approaches. Consistent with the cultural diversity of Papua New Guinea, *Pacific Women* supported a variety of different prevention approaches, engaging in different contexts and targeting different communities: family and sexual violence; child abuse and neglect by parents; sorcery accusation-related violence; working with youth and community leaders; and working within the coffee sector, marketplaces and formal workplaces. Each of these projects has worked with both women and men. Longer-term funding commitments for violence prevention projects have allowed staff to see and objectively measure positive behaviour changes in the communities in which they are engaged. *Pacific Women* networking and sharing forums ensure that evaluation findings, research and project learnings of approaches that work well are shared and are influencing other stakeholders, funding decisions and development approaches.

7.6 Working with men effectively promotes positive gender norm changes

The preeminent status of men in Papua New Guinea means they can wield significant positive influence or block attempts to change gender practices. Changes in gender relations are possible because women and men are working together and because men, as well as women, are changing. *Pacific Women* partners create opportunities for women and men to work together on shared objectives to bring about change. Projects integrate activities that purposefully engage men in awareness and reflection on how unequal gender norms influence their lives. Projects engage men strategically in awareness and advocacy for gender equality and provide space for men to identify

¹³⁷ See Recommendation 1 in Office of Development Effectiveness (2019), above note 4, pp.3-4.

¹³⁸ The End Violence against Children Campaign included an extensive baseline of perceptions toward violence against children but did not conduct an evaluation to measure any change in attitudes or behaviours as a result of the campaign. It is not included in the eight projects mentioned.

positive ways of ‘being’ a man that result in sharing power with women and reducing violence against women and girls. Projects provide opportunities for – and encourage men to collaborate with – women and women’s groups to reduce the harms to and benefits for women and girls.

Men trained as male advocates, community activists or community mobilisers are talking with other men about family and sexual violence, their role as men and perceptions of women. They demonstrate a different way of behaving and are acting as role models. Feedback from communities consistently demonstrates the power of digital stories of the personal journeys of change of former perpetrators. These stories of men, who are now promoting non-violent behaviours and sharing power within their families, inspire other men and women. Their stories demonstrate that change is possible, personally beneficial and good for their community. The Business Coalition for Women’s consultations with men in formal workplaces also found that men want and need (at least initially) to engage with other men to change deeply held social and gender norms and attitudes.

‘While 10 years is not enough to address inequalities which have been going on for decades, it helps usto work with these women, build their capacity, try out new ways, take a few small steps every year.’

Papua New Guinean interviewee
Pacific Women Six-Year Evaluation (2020)

In Bougainville, the Nazareth Centre has trained a network of over 750 male advocates who act as educators and activists within their communities in relation to gender equality, peace building, human rights and zero tolerance to family and sexual violence. The Nazareth Centre has trained over 100 male advocates and 200 women human rights defenders as community counsellors. The community counsellors have increased the availability and quality of counselling, health and legal support for women and girls as well as working with men and boys to promote respectful relationships and change negative behaviours.

7.7 Violence against women is everyone’s business

The prevalence of family and sexual violence in Papua New Guinea is high. The Do No Harm research¹³⁹ and the Demographic Health Survey 2016–2018¹⁴⁰ demonstrate that increasing women’s access to resources or income does not reduce their risk of violence or ensure increased family livelihoods. Acceptance of high levels of violence limits women’s participation in the formal economy and leadership roles. Most women participating in and benefiting from development interventions will experience violence or the risks of violence. All development efforts need to acknowledge and take account of this context in Papua New Guinea, in the same way they do infrastructure and other capacity constraints.

All development investments need to assess and mitigate known barriers for women’s participation and risk factors for violence in their designs. All project staff need to be sensitised on how gender roles affect women and men. The Australian Government requires development partners to take an explicit approach to assessing risks relating to sexual exploitation and abuse through development initiatives. The Do No Harm research and *Pacific Women* project experiences highlighted the importance of all development programs to actively link women to local support service providers and referral mechanisms if they experience violence, including through economic empowerment programs.

Everyone can play a positive role in changing the environment that tolerates high rates of violence in Papua New Guinea. Working with community organisations and strengthening local referral networks

¹³⁹ More information on the Do No Harm Research project is available in the *Pacific Women in Papua New Guinea Performance Report 2018–2019* at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2018-2019/>.

¹⁴⁰ National Statistical Office Papua New Guinea and ICF (2019), above note 27.

improves access to affordable quality support services for women survivors of violence. Promoting these service providers and networks in turn contributes to building community support for women to use these services and resources.

7.8 Long-term, sustained and joined up investments add value

The ten-year timeframe of the *Pacific Women* program enabled a multi-pronged and strategic approach to the promotion of gender equality, including longer-term commitments. Of its 43 non-research focused activities, *Pacific Women* has supported over one-third for four years or more. More than half are funded for more than three years. Time plus funding support for robust monitoring, complementary research and periodic evaluations has enabled *Pacific Women* partners to test and assess the effectiveness of approaches, to see the positive changes in individuals, within families and communities and to share lessons on what promotes success with others. In this way, *Pacific Women* has influenced the development of new initiatives by both the Government of Papua New Guinea and other development partners. The approach to improving safety and the governance arrangements that include women vendors in decision making in markets and the family-based approaches to improve family wellbeing and incomes in agriculture have both been taken up by the Government of Papua New Guinea and integrated into new projects. The Ending Violence Against Women and Girls evaluation highlighted the importance of longer-term partnerships and sustained funding in bringing about positive changes and recommended this for continuation.¹⁴¹

The 2020 *Pacific Women* Six-Year Evaluation found that the program's long-term nature of funding contributed to increased and sustained public awareness on gender equality and women's empowerment and to an increase in comprehensive services for survivors of violence. The shared view of interviewees from government, Pacific organisations, research institutions and international NGOs is that access to long-term funding has enabled partners to better understand and address the needs of vulnerable women. It has enabled organisations to work incrementally in different areas and on complex themes.

The potential for long-term funding has encouraged partners to tackle situations where entrenched and institutionalised forms for gender inequality exist.¹⁴² *Pacific Women* has supported the development of knowledge and approaches that are locally driven and relevant to Papua New Guinean culture and contexts.

Pacific Women's experience is that the most effective approaches create community ownership – which takes time and trust to build. Skilled local organisations and facilitators can engage in ways that work in their community, address their needs and other cultural and time obligations. Partners take time to listen and learn about communities and share back what they have learned. They enter into formal agreements with communities that publicly make clear each party's roles and responsibilities. The long-term engagement by Oxfam and local legitimacy of the KUSWA in the Eastern Highlands prompted Konamempi community members and leaders to commit to taking part in the new trauma-based healing violence prevention initiative. The community built a training venue as their contribution to the project and developed community by-laws to address gambling, alcohol and domestic violence. This level of buy-in at the outset is an important pre-cursor to sustainable change. It is difficult to achieve sustainably within short implementation timeframes.

¹⁴¹ See Recommendation 4 in Office of Development Effectiveness (2019), above note 4, p.11.

¹⁴² *Pacific Women* Shaping Pacific Development (2020), above note 5.

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

Evidence shows that ‘educated, healthy and skilled adolescent girls will help build a better future, advance social justice, support economic development and combat poverty.’¹⁴³ *Pacific Women* invests in the rights and empowerment of adolescent girls, including through the regionally managed Pacific Girl program. The Safe Schools Strong Communities project participates in the Pacific Girl program using sport as a vehicle for engaging primary school students in learning and adopting principles of respectful relationships, non-violence and gender equality between girls and boys in Port Moresby. The project also invests in building skills, knowledge and habits of inclusion and shared decision making between adolescent girls and boys, young women and young men as future leaders.

There are tangible and positive behavioural changes between students and their teachers and strong learning outcomes for students involved in the Gender Justice and Healing school-based program in Bougainville. Following the *Kommuniti Lukautim Oi Meri* project’s outreach to children on their rights and how to recognise child abuse, the number of children reporting sexual abuse to the Mt Hagen Family Support Centre in Western Highlands Province has increased.¹⁴⁴

There is clear evidence of the benefits of investing in young women and men to shape their attitudes and to use their energy to change and make their communities better. The Young Women’s Leadership project empowered young women to take up leadership roles in their communities. They established community-based associations and small businesses. The willingness of the Bougainville Women’s Federation district associations and executives to make room for these young women is very encouraging.

Pacific Women projects provide evidence of young women and men acting individually and collectively to promote ‘new norms’ that help to address issues of gender-based and sorcery accusation-related violence. The *Sanap Wantaim* campaign created cohesion and shared values of equality and mutual respect among targeted youth. They are now leading regular gender-based violence awareness and community engagement sessions in schools, markets, communities and on the *Meri Seif Bus* (women and children only buses). *Sanap Wantaim* youth advocates are taking their own initiative to increase safety at bus-stops. An independent evaluation found the campaign had a ‘life changing’ impact on its youth leaders and mobilisers.¹⁴⁵ KUSWA has engaged more than 1,300 youth champions and youth influencers through its *Inap Nau* campaign.¹⁴⁶ The youth have engaged in conversations on male advocacy, led human rights marches and shared personal stories of self-reflection and transformation. These young women and young men are not only acting differently, they are also encouraging others to do so.

¹⁴³ UN Adolescent Girls Task Force (2010). *Accelerating Efforts to Advance the Rights of Adolescent Girls: A UN Joint Statement*. Available at: https://www.unfpa.org/sites/default/files/resource-pdf/agtj_jointstatement_en.pdf.

¹⁴⁴ *Kommuniti Lukautim Oi Meri* uses a 12 Golden Child Safety Rule Cards tool. This tool has been shared with and used by the Nazareth Centre with girls and young women in their safe houses. For more information on the *Kommuniti Lukautim Oi Meri* project, see Activity Summary 11.4.

¹⁴⁵ The *Sanap Wantaim* campaign is part of the Safe Public Transport project. For more information see Activity Summary 11.3. For the evaluation, see UN Women (2019), above note 49, p.15.

¹⁴⁶ KUSWA is a local partner of the Gender-Based and Sorcery-Related Violence project. For more information, see Activity Summary 11.1.

8 Ongoing Challenges and Risks

8.1 There is limited government funding dedicated to fulfilling commitments to end violence against women and children

Despite positive legal and policy developments, the Government of Papua New Guinea has provided limited funding to implement its commitments to end violence against women and children.¹⁴⁷ Police, healthcare workers and welfare staff are on the frontline of the response to survivors of violence. They are typically under-resourced and under-staffed, leading to delays in service provision. Femili PNG provides strategic assistance to service provider partners. This regularly includes fuel and stationery for police in Lae, where it can take several months for police to deliver documents to a defendant.

There is very limited government funding for safe houses or emergency relocation for those in serious danger. Government leadership of the implementation of the National Gender Based Violence Strategy, the *Lukautim Pikinini Act* 2015 and the Child Protection Policy (2017–2027) has been limited. In June 2020, delays in releasing government funding to Christian and Catholic health service providers resulted in the closure or partial closure of facilities across Papua New Guinea for at least two months. This included closure of facilities that provide gender-based violence crisis support services in West Sepik Province and other locations.

There are exceptions at provincial level. The National Capital District Commission continues to financially support the National Capital District FSVACs with multiple staff members, has developed a provincial-level gender-based violence prevention strategy and has provided resources for prevention activities and local safe houses. The Lae City Authority has prioritised funding to address safety risks around bus-stops and markets. Other provinces have funded one or two staff members to support coordination and improved referral networks of family and sexual violence service providers.

The constrained economic environment in Papua New Guinea due to the COVID-19 pandemic is already increasing demand for gender-based violence and crisis support services. The same factors are likely to further limit government commitment of resources to these services. It is hoped that the newly established Special Parliamentary Committee on Gender Based Violence and advocacy by the Coalition of Parliamentarians to End Gender Based Violence, civil society and donor partners will keep the critical need to address gender-based violence on the political agenda and that it will translate into prioritisation of financial resources.

Whilst the challenge in securing national level budget commitment remains, the success of securing funding at provincial and subnational level must be recognised. Advocacy and awareness targeted at these levels of government has the potential to meet the needs of service providers.

8.2 There is a lack of child-specific services

Pacific Women partners and stakeholders continue to identify the urgent need for child-specific services throughout Papua New Guinea. The numbers of children accessing *Pacific Women* partners' medical and case management services are concerning. Ensuring protection for child clients remains a significant challenge.

The needs of child survivors of sexual and physical violence differ from adult survivors; yet there are almost no specific services available for children. There are very few child-only safe houses. Others that host children with adults have limited specialist skills or activities. Qualified counselling services remain limited across the country. There are few gazetted Child Protection Officers or Community Child Protection Volunteers as required by the *Lukautim Pikinini Act* 2015 and a limited number of police personnel with skills for interviewing child witnesses or survivors. Femili PNG and other *Pacific*

¹⁴⁷ Office of Development Effectiveness (2019), above note 4, p.2.

Women partners report long delays in police investigations of child sexual abuse cases and concerns that under-resourced mandated government agencies are not consistently prioritising child safety.

An evaluation of Femili PNG's Lae Case Management Centre client data identified that supporting child clients takes longer than adult clients. Child clients are more likely to be provided with emergency accommodation and relocated. This level of support has the positive effect of fewer child clients reporting experiencing abuse after becoming Femili PNG clients than adult clients.¹⁴⁸

Pacific Women has created opportunities for the Government of Papua New Guinea to share information with stakeholders about the law and implementation actions and to hear from partners about the challenges they face in their communities. In 2020, the Office of Family and Child Services trained 20 Equal Playing Field staff so they can be gazetted as Community Child Protection Volunteers. This is a welcome development that other *Pacific Women* partners hope to follow.

Services for child survivors of violence deserve to be supported through a stand-alone program, to ensure specialised basic services like counselling and welfare services are available to children across the country. When services for children are only a part of general services, the specific needs of children are not met. Just as *Pacific Women's* Pacific Girl program recognises and is designed to meet the specific needs of adolescent girls, a targeted program of services for child survivors of violence would ensure the right support is being provided to children.

8.3 The *Pacific Women* program and funding is coming to an end, leading to uncertainty of ongoing operations

Pacific Women is a long-term, multidimensional response to the complexity of gender equality and women's empowerment across the Pacific region. The Australian Government has demonstrated itself as a committed partner, supporting the governments, women and men of Pacific Island countries to address these issues. With *Pacific Women* in its final years, a consultation process began in 2020 for the design of a new regional gender equality program for the Pacific. The consultation process has focused to date on multi-country and regional programming and approaches. There has been little discussion or communication of plans for Papua New Guinea bilateral program funding or management systems.

Within the *Pacific Women* program, Papua New Guinea has the largest number of projects. By the 30 June 2020, expenditure in Papua New Guinea accounted for 30.4 per cent of the total *Pacific Women* expenditure. Almost all funding of *Pacific Women* projects in Papua New Guinea is from bilateral Australian Government sources. In the absence of clear communication about bilaterally funded projects as part of the new gender equality program and delays to funding commitments for activities in 2021, implementing partners are uncertain about the closure of the existing *Pacific Women* program, the Support Unit and their funding. They fear gains made through the program to date will be reversed and that projects may not continue to receive funding for existing activities beyond 2021.

Pacific Women's multi-year and core funding has enabled crisis support services across multiple provinces to start, expand and improve the quality of support and referral services available. While many *Pacific Women*-funded organisations providing crisis support and prevention activities successfully pursued approaches to attract and diversify funding sources, they will not be able to maintain current levels of operation without the support of ongoing core funding.

¹⁴⁸ Of its closed child client cases, Femili PNG was involved on average for 12.3 months, while for closed adult client cases, this was an average of 7.4 months. Femili PNG tracks reports by clients of abuse following becoming a Femili PNG client. While 27 per cent of adult clients report experiencing any abuse, the figure is 15 per cent of child clients. See Judy Putt (2021). *Helping domestic and family violence survivors in Papua New Guinea. Evaluation of Femili PNG, Lae operations 2014–2020*, Femili PNG, pp.51-52. Online reference included in Annex 6.

A key strategy that *Pacific Women* is pursuing in this time of transition is to ensure that the learnings from the program are widely distributed. *Pacific Women* has vastly increased the knowledge and evidence base about what works to promote gender equality in Papua New Guinea. These lessons from *Pacific Women* need to be carried into new programming. As well as the ongoing learning forums that have been a feature of the program, *Pacific Women* is also capturing learnings in knowledge products, including the report titled, '*Pacific Women What Works for Gender Transformative Approaches in Papua New Guinea*'.¹⁴⁹

8.4 The lack of political representation of women in Papua New Guinea is both a cause and consequence of gender inequalities

Papua New Guinean women remain underrepresented in political leadership. Although the 2017 national elections saw an increase in the number of women candidates as a percentage, from 3.5 per cent in 2012 to five per cent in 2017, no women were elected into parliament.¹⁵⁰ The lack of women's representation in parliament means that there is no one making decisions and policy that are shaping society who has experienced any issue as a woman.

The challenges faced by women competing in elections in Papua New Guinea are systemic and structural as well as individual and personal. Fewer women than men stand as candidates and political parties support few women candidates. Gender and cultural norms limit constituents voting for women candidates. Structural electoral factors such as the role of money politics, electoral malfeasance and violence further disadvantage women candidates.

Gendered perceptions and expectations of women remains a fundamental barrier. A significant proportion of voters don't think of women as leaders. In many electorates, voting continues to take place along 'haus lines' where whole families vote according to the decision of the head of the family – typically men. The high cost of campaigning disadvantages women who typically have fewer opportunities to accumulate wealth. The risks of violence for women candidates not only constrains the numbers of women willing to compete in elections, it further increases the costs and barriers to campaigning. It is clear, women do not compete in elections on an equal playing field with men.

Pursuing reforms to introduce temporary special measures to increase women's representation in parliament and quotas for women candidates for political parties are critical. Efforts are ongoing but have yet to be enacted.

Pacific Women has provided support across many of these levels. Women have been supported with skills and exposure to take up leadership positions within their communities and the private sector. Women intending to contest elections have been helped to plan, prepare for and execute politically-strategic campaigns that are strongly informed by the local political context in their electorates. Campaigns are highlighting women as leaders in different levels. Voter education in Bougainville prompted discussion on what good leadership and good governance looks like – questioning traditional perceptions of who a leader is. Through multilateral partners, *Pacific Women* is supporting political dialogue on temporary special measures.

Efforts to increase women's political representation need to be part of a comprehensive approach working with at each of these levels: candidates, voters and structurally. As both a cause and a consequence of gender inequality, these efforts need to be consistent over long periods of time.

¹⁴⁹ *Pacific Women* Support Unit (2021), above note 14.

¹⁵⁰ Papua New Guinea is one of only three countries where this is the case. Inter-Parliamentary Union open source data access 7 July 2021. Available at: <https://data.ipu.org/women-ranking?month=6&year=2021>.

8.5 Women and girls are disproportionately affected by the health and economic impacts of the COVID-19 pandemic

Pacific Women partners continued to operate and provide services throughout 2020. Crisis support services funded by *Pacific Women* were some of the only services that remained operational during the COVID-19 lockdown. They provided financial resources, training and protective equipment to enable other crisis support service providers to also remain open.

Partners reviewed their activities and adapted delivery approaches to ensure services could be provided safely to minimise the health risks to staff and participants. In some cases, adaptations are expected to have ongoing benefits. The adaptation of the Certificate IV in Leadership and Management course for online delivery is expected to expand the reach of this course of study. Remotely supported delivery of training workshops for the Communicating the Law Toolkit have accelerated the master trainer capacity building. The introduction of connected social media communication for reporting and monitoring purposes has inspired and motivated partners. The smaller, group community education approach trialled by the Nazareth Centre in Bougainville has enabled deeper exploration and discussion of subjects with fewer people at a time, but with more people attending multiple sessions.

Not all activities could continue and, in some cases, the pace of delivery has slowed. International and domestic travel restrictions have severely limited international consultants' engagement and planned research and evaluative activities. New methodologies have been required. Delays in delivering evaluation and research reports and dissemination have been forecast.

The COVID-19 experience has highlighted the fact that investments that target gender equality are extremely relevant in times of crisis. Sometimes activities funded by *Pacific Women* became women's only lifelines – such as access to finance through village savings and loans associations or accommodation in safe houses.

8.6 It is difficult to scale up social norm change approaches

Global evidence of scaling up development activities indicates that there are no shortcuts to transformative change.¹⁵¹ There is evidence of transformative change in Papua New Guinea where longer-term programming and robust evaluation approaches have been used. In the best *Pacific Women* examples, the design of activities and evaluative approaches have taken account of the desire to scale up and have collected evidence to guide the upscaling processes. *Pacific Women's* experience concurs with the findings that short-term projects are not well-placed to sustain change and maintain fidelity with evidence-based social norm change methodologies.

A significant challenge is identifying ways to introduce and implement successful approaches in other communities and contexts, with different implementing partners, while maintaining fidelity and quality. Many successful approaches involve working deeply and over time with communities. Training materials are typically not certified and the organisations developing the materials are not registered training organisations. The Communication Strategies for Social Change project has demonstrated that digital storytelling can elicit empathy and a willingness to explore new alternative behaviours in the audience; but to take advantage of these opportunities to encourage individuals and communities to reflect on their attitudes and behaviour, a skilled facilitator is required. There are physical, psychological and efficacy risks if follow up discussions are not facilitated by individuals with knowledge and connections to appropriate service providers. It takes time to train, supervise and

¹⁵¹ L. Goldmann, R. Lundgren, A. Welbourn, D. Gillespie, E. Bajenja E, L. Muvhango and L. Michau (2019). 'On the CUSP: the politics and prospects of scaling social norms change programming' in *Sexual and Reproductive Health Matters*, 27(2), pp.51–63. Online reference is included in Annex 6.

monitor facilitators and there is no local organisation in a position to take on the oversight and regulatory process.

Similar issues were faced by the Parenting for Child Development program, which has been developed to be delivered by trained teams of community volunteers and is supported by the church, local government, schools, counsellors and others in each community. Community volunteers are not experts in child development, so it is therefore important that the quality of their facilitation and their understanding of the materials is regularly monitored. Parents' responses to training need to be analysed to ensure that the positive changes demonstrated in the pilot are achieved as the project is delivered to more communities.

There are examples of promising *Pacific Women* approaches being taken up by others.¹⁵² However, tracking how others are taking up and adapting approaches and whether they retain fidelity to the approach has not been possible.

Alongside the challenges of scaling up approaches that deal with sensitive social norms, there are environmental barriers for expanding any development project in Papua New Guinea. The country's geography, access to infrastructure and communications and varied cultures all pose challenges to scaling up projects. *Pacific Women's* experience has been that expanding the capacity of others to deliver a methodology has worked well because it occurs in a controlled, often training, environment. But the fidelity of the approach is not guaranteed when moving from training to implementation. There is a risk that, without monitoring, women and girls will miss out in the scaling up of activities.

8.7 It is hard to reach and support the most vulnerable sub-populations

The majority of *Pacific Women* projects in Papua New Guinea work in and with remote communities.¹⁵³ Some of these communities are only accessible by helicopter, canoe rides, or several days walk. The Women and Extractives, Gender Justice and Healing, *SASA!* Pilot and *Mamayo* projects all manage complex – and sometimes expensive – logistics and work with communities with limited access to government services.

Beyond geographic reach, a number of *Pacific Women* partners are working with marginalised groups including children, adolescent girls and boys and young women. The Young Women's Leadership project supported young women, the Safe Schools project and the Gender Justice and Healing project work with adolescent girls and boys and school students to promote respectful relationships and self-knowledge. The *Kisim Femili Plenin* project works to promote the knowledge of and access to sexual and reproductive health services for unmarried girls and young women. The new Women's Empowerment and Voice for Equal Rights project is ensuring women are represented in key community decision-making forums in East Pomio in East New Britain Province and building the next generation of women leaders in Jiwaka Province.

Pacific Women partners have improved the accessibility and participation of women with disabilities in their activities. Two-thirds of *Pacific Women* partners report on disability inclusive practices. The Women's Business Resource Centre has employed sign language translators for workshops and the *Kisim Femili Plenin* project amended its training delivery methods and tools to include more visual guides and more activities after identifying training participants with hearing and visual impairments.

There has been much less traction in the program on extending accessibility and understanding to the needs of the LGBTI community.¹⁵⁴ The *SASA!* Pilot has been the only *Pacific Women* project that

¹⁵² For examples of *Pacific Women* approaches that have been taken up by others, see Section 6 Sustainability.

¹⁵³ See Annex 5 for a list of projects working in rural (34) and urban (30) locations.

¹⁵⁴ LGBTI is an acronym for Lesbian, Gay, Bisexual, Trans or gender diverse and/or Intersex. In the Pacific region, the expression SOGIESC is also commonly used, referring to populations with diverse sexual orientations, gender identities and expressions, and sex characteristics.

specifically looked at the needs of members of the vulnerable LGBTI community. The SASA! Pilot included two, trained community activists who identified as transgender. These community activists knew the multiple layers of discrimination and risks relating to violence. They increased the reach of SASA! outreach activities to others in this community. Difficulties in data collection and the early completion of the pilot means an opportunity to verify the reach into these communities was not possible.

Culture and stigma has made it difficult for *Pacific Women's* partners to find entry points to work with gender minorities, despite it being part of the program's design. However, *Pacific Women* has raised the visibility of disability inclusion and reached more rural and remote women. These successes are steps to working with the LGBTI community, as communities become more accepting of other marginalised groups.

9 Outcome 1 – Women's Leadership and Influence

Structure of activity reporting

Sections 9 through 12 provide a summary of *Pacific Women's* implementing activities in Papua New Guinea, under each outcome. Some activities contribute to more than one outcome. Activities appear under the primary outcome against which funding is tracked. Research activities are listed under the Enhanced Knowledge and Understanding outcome (Section 12).

In addition to activities underway this reporting period, five activity summaries are included for activities completed since June 2020. These activity summaries are listed at the end of each outcome and completion dates are indicated in the title.

Activity summaries provide an overview, the aims and objectives and cumulative outcomes to date for each project. Every effort has been made to confirm the accuracy of information contained in this report.

9.1 Women in Leadership Support Program

Project Partner:	Department of Pacific Affairs, Australian National University ¹⁵⁵
Total Funding:	\$3,434,861
Funding Timeframe:	December 2016–September 2021
Funding Sources:	\$1,937,592 (<i>Pacific Women</i> Papua New Guinea) \$1,497,269 (Department of Pacific Affairs, Australian National University)

Overview

The Women in Leadership Support project is improving women's leadership and political participation by enhancing the competitiveness of women candidates contesting Papua New Guinea's national general elections and local level government elections. It is an inter-electoral cycle project building on the research by the project team from Papua New Guinea and across the Pacific region on characteristics of successful women candidates.¹⁵⁶ Activities focus on building the capacity of prospective women candidates to develop and implement credible and effective election campaigns, taking into account the realities of contesting elections in Papua New Guinea.

Aims and objectives

The project's objectives are:

¹⁵⁵ The Department of Pacific Affairs was formerly called the State, Society and Governance in Melanesia Program.

¹⁵⁶ The project drew on findings of the Research on Women's Leadership and Decision Making in the Pacific 2013–2016. More information on this project is available in the *Pacific Women* Papua New Guinea Performance Report 2016–2017 at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2016-2017/>.

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

Cumulative outcomes to date

In part due to the effective stalling of project implementation in 2020 due to international and domestic travel and quarantine restrictions put in place in response to the COVID-19 pandemic, the project has made limited progress toward its objectives in the lead up to the 2022 national general elections.

Women who undertook the candidate training in the lead up to the 2017 national general elections **were four times more likely to have finished in the top five and twice as likely to have finished in the top 10 places in their respective electorates.** Comprehensive data of the outcomes for women candidates in the 2019 local level elections has not yet been made available for analysis.

Of the 3,340 candidates who contested the 2017 national general elections, 179 were women (5.4 per cent of all candidates).¹⁵⁷ More than a quarter of the women candidates (47 out of 179) completed the Women in Leadership Support training.¹⁵⁸ Although no women were elected to the national parliament in 2017, **those women who undertook the training consistently placed higher and, on average, obtained a greater overall vote share, than those who did not attend the training.**

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

In 2018, the project trained 143 women intending to contest the local government elections. The project delivered seven training workshops in Kiunga, Kokopo, Kundiawa, Lae, Popondetta and Port Moresby (two workshops). Feedback from participants was positive, with the **vast majority saying that the training provided them with a better understanding of the electoral context and better knowledge about how to develop a campaign that responds to this context.**

Based on feedback from women candidates, the project team identified the following areas for continued mentoring and assistance through the project:

- What is required to develop and lodge admissible election petitions.
- Skills and knowledge on lobbying for improvements in electoral administration.
- Developing campaign strategies and profile building through civic awareness and community conversations.

Ten women candidates completed a Toastmasters' accredited speechcraft course in November 2019. The course was tailored to participants' political aspirations and responded to their identified desire to build public speaking skills and confidence.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of there being increased women's leadership and influence in decision making at community level, in local and national government and in the private sector; and women and girls exercising their voice at community level and in local and national government level decision-making forums.

¹⁵⁷ There was an increase in the 2017 elections of the proportion of women candidates from three per cent in 2012 to 5.4 per cent in 2017. Official figures state 167 women contested the 2017 national general election. Project analysis identified that some women and men were incorrectly registered.

¹⁵⁸ Training was conducted between January–March 2017 in Buka, Goroka, Kavieng, Madang, Mt Hagen, Port Moresby, and Wewak.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan health security and stability pillars by promoting more women's engagement in key decision-making processes in accordance with Sustainable Development Goal 5.

Contribution to Medium Term Development Plan III and other Government Policy

The Women in Leadership Support project contributes to achieving Goal 3.5 of the Medium Term Development Plan III to provide equal opportunity for all to participate in and benefit from development. It contributes to strategy 3.5.18 to work in partnership with other stakeholders through advocacy programs promoting women's political and economic empowerment. The project offers technical skills building, networking and learning events for women aspiring to political leadership.

The project contributes to achieving the Bougainville Strategic Development Plan 2018–2022 social development and community government outcomes and the supporting sectoral policy for Gender Equality Women's Employment, Peace and Security. Specially, the project is supporting women's advocacy and emerging leadership.¹⁵⁹

The project contributes to the National Research Agenda 2015–2025 Focus Area 1.4 (Human Capital). The action learning and publications coming out of the project inform understandings of the challenges surrounding effective and responsible leadership and citizenship at all levels in Papua New Guinea. The learnings identify opportunities for improving the development of Melanesian leaders and governance more generally.

Plans for January–June 2021

The project is exploring how to deliver trainings to women who plan to contest the 2022 national general elections. Training priorities by previous candidates include the preparation of admissible electoral petitions, preparing campaign teams and further tailored speechcraft courses with Toastmasters.

Lessons learned

Participants have welcomed the delivery of training in locations outside Port Moresby. Training closer to local contexts creates valuable opportunities for women to network with women leaders from their region and to consider opportunities for developing strategic campaigns drawing on shared resources.

The project team understands that the current draft of the revised Organic Law on the Integrity of Political Parties and Candidates includes a requirement for political parties to endorse 20 per cent women candidates in an election. The project welcomes this change if it is enacted. Feedback from women candidates and analysis from the 2017 national general election indicates that quotas of women candidates are unlikely to result, by itself, in a greater allocation of financial and material resources from parties to women candidates.

Participants in the local level government training workshops confirmed that research about the characteristics of women who perform well in national general elections in Melanesia is also true for women who perform well in local level government elections.¹⁶⁰ Being deeply connected to their constituents and having the support of male local leaders were considered highly important factors to performing well in local level government elections. Equally as important was having strong networks

¹⁵⁹ Autonomous Bougainville Government (2018). *Bougainville Strategic Development Plan 2018–2022*. For social development outcomes relating to women and children, see the Results Framework on page 57.

¹⁶⁰ Nicole Haley and Kerry Zubrinich outlined the characteristics of successful candidates in *Pacific Women*-funded research: N. Haley and K. Zubrinich (2016). *Women's political and administrative leadership in the Pacific*. Available at: <https://www.pacwip.org/wp-content/uploads/2017/11/Womens-political-and-administrative-leadership-in-the-Pacific.pdf>. The importance of 'han mak' or the reputation of candidates for voters was also identified by Mary Fairio and Sarah Kaut-Nasengom during their women in 2017 election study: M. Fairio and S. Kaut-Nasengom (undated). Technical Issues The impact of 2017 election results for women in *Papua New Guinea National Research Institute Blog*. Available at: <https://pngnri.org/index.php/blog/103-technical-issues-the-impact-on-2017-election-results-for-women> and <https://pngnri.org/index.php/blog/102-women-in-the-2017-national-elections>.

and a coalition of support throughout their electorate and having established a reputation for delivering benefits for the local community.

Women emphasised the importance of serving the community or delivering benefits locally (ward and local level government) to running a strong campaign. Participants thought that perhaps this was even more important at the local level than in a campaign for a seat in the national parliament.

Main barriers

The project has been unable to source data to analyse the performance of trainees during the 2019 local level government elections. The onset of the COVID-19 pandemic in March 2020 stalled implementation of project activities planned in 2020. The project team are Australian National University staff and unable to travel to Papua New Guinea. Without a physical presence in Papua New Guinea, the project has not yet found a way of logistically supporting events bringing potential candidates together.

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

Project Partner:	UN Women
Total Funding:	\$7,147,420 ¹⁶¹
Funding Timeframe:	February 2019–December 2022
Funding Sources:	\$5,077,010 (<i>Pacific Women</i> Papua New Guinea) \$2,070,410 (New Zealand Ministry of Foreign Affairs and Trade)

Overview

The Women Make the Change project is implemented by UN Women and the United Nations Development Programme (UNDP) in collaboration with the Government of Papua New Guinea. It seeks to improve women's influence across a range of political processes, especially at sub-national level where there has been less investment to date. The project builds on previous work in Papua New Guinea, including the work of UN Women, UNDP and other *Pacific Women* partners.¹⁶²

The project complements the existing work of national bodies and other development partners. It harnesses UN Women's and UNDP's access to global and Pacific good practice to ensure that quality expertise combined with locally-contextualised support is offered to national partners to progress this local agenda.

Local partners and collaborating agencies involved in the project include: the Integrity of Political Parties and Candidates Commission; the Department for Community Development and Religion; the Department of Inter-Government Relations; the Department of Provincial and Local Government Affairs; the Department of National Planning and Monitoring; the National Parliament of Papua New Guinea; the Papua New Guinea National Research Institute, and the Constitutional and Law Reform Commission of Papua New Guinea.

In 2019 the project took on a coordinating mandate to improve shared learnings and coordination of stakeholders and development programs working to promote women's political participation and leadership including with the Women in Leadership Support project.¹⁶³

¹⁶¹ The project budget is USD5,116,889. The exchange rate used is from February 2019 when the Australian commitment of funds in AUD was made.

¹⁶² See, for example, the research published arising out of the Research on Women's Leadership and Decision Making in the Pacific. More information on this project is available in the *Pacific Women* Papua New Guinea Performance Report 2016–2017 at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2016-2017/>.

¹⁶³ For more information on the *Pacific Women*-funded Women in Leadership Support project, see Activity Summary 9.1.

Aims and objectives

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

The project's objectives are:

- Legal and policy frameworks and arrangements promote gender balance in political decision making bodies.
- A cadre of interested, diverse and capable women political leaders is formed at national and sub-national levels.
- Women are perceived as equally legitimate and effective political leaders as men.
- Women are promoted as leaders in gender sensitive political institutions.

Cumulative outcomes to date

The Women Make the Change project made notable progress in 2020 toward achieving all four of its objectives. The project supported the establishment of the Coalition of Parliamentarians to End Gender Based Violence which comprises 20 (male) members of parliament. Working closely with the Spotlight Initiative team and the National Capital District Commission, the project developed the content for the first National Gender Based Violence Summit held 8–10 November 2020 in Port Moresby. This included a high-level public discussion on women's political participation and temporary special measures with a panel of four members of parliament. At the summit's conclusion, the **Coalition of Parliamentarians to End Gender Based Violence issued a resolution to address gender-based violence in Papua New Guinea and to support temporary special measures for women to be elected to Parliament**. Stakeholders will use the resolution as a mechanism to advocate about the link between gender-based violence and strengthening women's leadership.

The project funded 18 women and six young women from the project's 10 priority provinces to attend the summit and hosted a follow-up two-day workshop on coalition building and advocacy. Sixteen women were inspired to form a new WhatsApp network to continue to exchange ideas and updates on critical issues. They issued a **joint media statement with 21 recommendations to address gender-based violence. In the joint statement, the women leaders advocated for equal voting and speaking rights and access to the same resources as male counterparts in all levels of political leadership**. The project facilitated seven women to present on two of FM100 radio's most popular programs to amplify their reflections on the Gender Based Violence Summit.

The project developed and piloted a training-of-trainers manual to support women in elected and appointed subnational political positions to perform their roles effectively. The manual was piloted in December 2020 in Port Moresby with 21 participants (17 women and four men). Feedback will be incorporated into the final version, expected to be completed by March 2021.

In September 2020, UN Women signed a memorandum of understanding with the Department for Community Development and Religion and the Department of National Planning and Monitoring. The agreement captures key areas of cooperation supporting women's leadership under the Women Make the Change project. The **project team is now co-located within the Gender and Development Section of the Department of Community Development and Religion leading to significant improvements in work planning**.

In November 2020, the project, in partnership with the Bougainville Department for Community Development, gathered together **60 candidates (35 women and 25 men) from the August 2020 elections to reflect on their experiences**. Participants developed 16 key recommendations to improve women's political participation in Bougainville. It is hoped the recommendations will be submitted to the Bougainville Executive Council for consideration ahead of the next community government elections due in 2021. Recommendations cover priority areas of concern for women contesting elections: improve the electoral process; provide additional training and capacity building for candidates; help strengthen women candidates' campaigns; and address funding challenges. NBC

Bougainville livestreamed workshop presentations, which were viewed by 1,695 people, including some from Fiji and Solomon Islands.

UN Women designed and delivered an eight-week online course on mainstreaming gender in the COVID-19 response. The course drew on expertise across its portfolio including other projects supported by the Australian Government (including protection, markets and sexual and reproductive health) and ensures women's needs are reflected in decisions. Thirteen Autonomous Bougainville Government Gender Focal Points (nine women and four men) are now more capable of providing the Bougainville Joint Agency Task Force on COVID-19 with gender-sensitive advice and guidance in relation to state of emergency measures.

The project supported the development of a **10-part radio series on women's political participation and leadership in Bougainville that aired for five weeks during July–August 2020**, during the 2020 elections of the Autonomous Bougainville Government. The *Yumi Olgeta Wok Bung Wantaim* (let's work together) series explored the status of women's political participation and leadership in Bougainville, including the challenges women face, factors for success, the importance of male champions and allies and key regional/national/global frameworks on gender equality.

Of the 46 women who contested the 2020 Bougainville, 21 participated in political leadership training through the project. This included three of four winning candidates. The training built candidates understanding of their electoral context, and knowledge and confidence to develop competitive campaign strategies, including the use of short videos distributed via mobile phones.

In partnership with the Department for Community Development and Religion, the project has developed **57 women leaders' profiles from 14 provinces**. Profiles include information on each women's achievements, their challenges and advice to future women leaders. The profiles will be featured in a national campaign raising awareness on the value and importance of women's leadership and the different ways it manifests across business, civil society and government sectors. UN Women and the Department for Community Development and Religion will launch the campaign early in 2021. The profiles are also building a database of women leaders.

In October 2020, the project partnered with the Post Courier, a national English language newspaper, to hold **an essay competition to engage young people on the importance of women's political participation and leadership**. Four winners from the 182 entries submitted were announced in January 2021. These winning essays will be published in the newspaper in the four weeks leading up to International Women's Day on 8 March 2021. The winning essays address: solutions to address barriers to women's political participation; the benefits of having women in leadership; links between women in leadership and safety for women and girls; and accomplishments of women leaders in Papua New Guinea to date.

UN Women published a gender alert on women's participation and leadership in the COVID-19 response. The alert was shared with local partners and globally to raise awareness on good practices relating to women's engagement during the COVID-19 response.¹⁶⁴

During November–December 2020, the project supported the **Integrity of Political Parties and Candidates Commission to conduct four regional workshops on women's mentoring and awareness on political parties**. The workshops reached 446 people (418 women and 28 men) to increase understanding of engaging with political parties and to create a forum for women intending to contest to begin preparing for the 2022 national general elections. With the project's technical assistance, the Commission has created a database of women interested in contesting the elections. By the end of 2020, 77 women had registered their intention.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of increased women's leadership and influence in decision making at the community level, in local and national

¹⁶⁴ UN Women (5 August 2020). *Gender Alert on COVID-19 in Papua New Guinea*. Online reference included in Annex 6.

government and in the private sector; and women and girls exercising their voice at community level and in local and national government level decision-making forums.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan health security and stability pillars by promoting more women's engagement in key decision-making processes in accordance with the Sustainable Development Goal 5.

Contribution to Medium Term Development Plan III and other Government Policy

The Women Make the Change project contributes to achieving Goal 3.5 of the Medium Term Development Plan III to provide equal opportunity for all to participate in, and benefit from development. It contributes to strategy 3.5.18 to work in partnership with other stakeholders through advocacy programs promoting women's political and economic empowerment by building a cadre of women leaders and advocating for community support for women's leadership in provincial and district administrations.

The project contributes to achieving the Bougainville Strategic Development Plan 2018–2022 social development and community government outcomes and the supporting sectoral policy for Gender Equality, Women's Employment, Peace and Security. The project is supporting women's advocacy and emerging leadership and building the capacity of members of community government.¹⁶⁵

Plans for January–June 2021

UN Women and the Autonomous Bougainville Government Department of Community Government signed a memorandum of understanding in March 2021. It supports the gender-sensitive capacity building of female and male community government chairs and deputy chairs and recognise the importance of supporting women's political leadership in 2021 and 2022 under the Women Make the Change project. UN Women will also work closely with the Department of Community Government to deliver gender-sensitive training to ward representatives through the Bougainville Healthy Communities Programme. UN Women is working closely with these two partners to ensure existing training materials for community government representatives are adapted to be gender sensitive.

The project will support ongoing advocacy with political parties by the Office of the Integrity of Political Parties and Candidates Commission on proposed legislative amendments to include a requirement that 20 per cent of party-endorsed candidates are women. The National Executive Council has yet to consider the submission.

The project will support the Coalition of Parliamentarians to End Gender Based Violence to advocate for temporary special measures with their colleagues. The project will integrate monitoring the impact of recommendations and outcome statements from submissions to the national parliament and Autonomous Bougainville Government into the 2021 monitoring and evaluation plan.

The project is identifying a local civil society partner to implement the young women in leadership component of the project. The Bougainville Women's Federation will implement the work with young women leaders in Bougainville.

Lessons learned

Despite challenges as a result of the COVID-19 pandemic and the response to it, UN Women was able to identify alternative approaches to keep implementation of the project largely on track. Activities bringing women together served multiple purposes. The network of UN Women resources and contacts in the target provinces were utilised. Not only did this approach reduce costs, it minimised risks of exposure to the COVID-19 infection for the project team and key stakeholders.

¹⁶⁵ Autonomous Bougainville Government (2018), above note 159. For social development outcomes relating to women and children and community government, see the Results Framework on pages 57 and 65.

The project invested in zoom licenses and training on how to use online platforms for remote stakeholders. This accelerated their adoption and has enabled ongoing connection despite travel restrictions.

Main barriers

The suspension of Parliament in late 2020 deferred plans for discussions on the National Gender Based Violence Summit Outcome Statement and the renewed call for temporary special measures in support of women's political participation.

There is no official or complete list of women in elected and nominated positions of leadership at the sub-national level held by any government agency. Identifying and inviting women in these positions to participate in project activities has been a tedious, time consuming and difficult logistical exercise. It is ongoing. As contacts are made, a database is being created with the Department for Community Development and Religion that will progressively make the process easier.

9.3 Women's Empowerment and Voice for Equal Rights in Papua New Guinea

Project Partner:	International Women's Development Agency
Total Funding:	\$7,315,643
Funding Timeframe:	June 2021–November 2023
Funding Sources:	\$550,000 (<i>Pacific Women Papua New Guinea</i>)
	\$3,177,834 (Australian High Commission in Papua New Guinea)
	\$1,865,214 (International Women's Development Agency)
	\$1,101,580 (Voice for Change)
	\$605,996 (Wide Bay Conservation Association)

Overview

The Women's Empowerment and Voice for Equal Rights in Papua New Guinea project is expanding women's voices and leadership and supporting local research into issues important to Papua New Guinean women. It will enable International Women's Development Agency (IWDA) to provide technical support and advice to targeted local organisations supported by *Pacific Women* to strengthen gender equality programming.

IWDA will continue to strengthen collaboration with and between local women human rights defenders across Papua New Guinea. The project builds on strong local partnerships developed by IWDA in Papua New Guinea and the Pacific region over 35 years.

The project continues existing partnerships to support Wide Bay Conservation Association to expand its work in East Pomio in East New Britain Province. Wide Bay Conservation Association is ensuring women are represented in key decision-making forums by strengthening the capacities of individual women and building a strong network of women leaders working to protect human rights, land and resources. Wide Bay Conservation Association, in partnership with IWDA, will continue its work toward inclusive community-led ward development plans to strengthen inclusive and participatory governance and build accountability of local government to their communities.

The project supports Voice for Change, a women's human rights organisation in Jiwaka Province which empowers and mobilises rural women to take leadership in addressing gender-based violence and expanding women's opportunities.¹⁶⁶ Voice for Change has strong relationships with village elders, local and provincial level administrations and the local police Family and Sexual Violence Unit.

¹⁶⁶ Some activities of this project focused on gender-based violence response, are cost-shared with the Spotlight Initiative. This cost-sharing will enable Voice for Change to expand complementary areas of work for greater impact for women and girls across Jiwaka province.

Voice for Change, in partnership with IWDA, is building the next generation of women leaders through training on human rights, leadership skills, respectful relationships, sexual reproductive and health rights and engaging families and communities to support young women. Seven alumnae from Voice for Change's young women's leadership project have been appointed to Ward Development Committees and many have led COVID-19 community awareness activities. This project will enable Voice for Change to take up the invitation to work with Kudjip Local Level Government and South Whagi District to strengthen their Ward Development Committees and ensure women's voice and representation on these committees.

The project will further strengthen Papua New Guinea's women's movements by supporting locally owned and undertaken research to provide greater insights into issues important to local women. This component of the project will provide an opportunity for local women's rights organisations to come together, share knowledge and identify gaps for deeper exploration and shared priorities. Research will be undertaken in ways consistent with feminist research principles, which embrace indigenous ways of accessing, sharing, documenting and building knowledge. A feminist participatory research methodology will emphasise local knowledge and the information needed to better inform local women's organisations' approaches and/or change systems and structures so that they better benefit women and their communities.

Aims and objectives

The project's objectives are:

- Young women take up, and are accepted in, leadership roles and women and girls in Jiwaka Province have greater access to gender-based violence response services.
- The Papua New Guinean women's rights movement is strengthened through feminist, accountable, collaborative and transformative research.
- Up to two additional local partners strengthen their organisational capacity for gender equality programming.

The project contributes to four of the nine *Pacific Women in Papua New Guinea* long-term outcomes. These are: women and girls exercising their voice at community level and in local and national government level decision making forums; quality services that support survivors of family and sexual violence being adequately available and accessible across priority provinces; family and community tolerance of violence against women and girls being reduced; and enhanced knowledge and evidence informing policy and practice.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan health security and stability pillars by promoting more women's engagement in key decision-making processes in accordance with Sustainable Development Goal 5 and by supporting protection of and services for survivors of family and sexual violence.

Contribution to Medium Term Development Plan III and other Government Policy

The Women's Empowerment and Voice for Equal Rights in Papua New Guinea project contributes to achieving Goals 3.5 and 5.2 of the Medium Term Development Plan III to provide equal opportunity for all to participate in, and benefit from development. It contributes to strategy 3.5.18 to work in partnership with other stakeholders through promoting women's political and economic empowerment by building a cadre of women leaders and local government support for inclusive and accountable development planning and governance processes. The project contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development. Voice for Change provides crisis support services to survivors of gender-based and sorcery accusation-related violence and child abuse, working closely with other services providers including the police to strengthen referral pathways to benefit survivors.

The project contributes to Strategy 3 (Services) of the National Gender Based Violence Strategy (2016–2025). It contributes to quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence in Jiwaka Province.

Plans for January–June 2021

The project began in May 2021. During the initial phase, Voice for Change, Wide Bay Conservation Association and IWDA will confirm the high-level partnership principles to guide this project:

Accountability: to each other, to our communities and to the donor.

Value each other's unique knowledge, skills and experience.

Transparency and honesty.

9.4 Creative Approaches for Impact in International Development

Project Partner:	Queensland University of Technology
Total Funding:	\$315,455
Funding Timeframe:	June 2021–December 2022
Funding Sources:	\$150,000 (<i>Pacific Women Papua New Guinea</i>) \$164,455 (Queensland University of Technology)

Overview

Creative Approaches for Impact in International Development is a research project delivered in partnership with UN Women as part of the Women Make the Change project.¹⁶⁷ It supports the communication strategy that will amplify and deliver impact through creative approaches for women's leadership, including candidates in the upcoming 2022 national general election.

The project integrates local capacity building strategies with iterative participatory research for shared learning and impact. This project will provide advice, tools and materials to ensure that the Women Make the Change project communication activities are participatory and inclusive, to maximise the chances for change in electoral behaviour. The project supports women candidates and leaders to use creative approaches such as storytelling, photography, film and/or drama in participatory ways and allows for participants to reflect and document their different perspectives, experiences and worldviews. Creative outputs and strategies will be developed to support provincial and national communication strategies aimed at reframing the way voters think about the women as political leaders.

More broadly, this research project supports the development of systems and tools to strengthen the integration of creative approaches for impact. The tools and training developed will be made available to other *Pacific Women* partners.

Aims and objectives

The research project aims to test the use and impact of creative strategies in development initiatives. It will investigate the capacities required to strengthen the integration of creative approaches for impact.

The projects objectives are to:

- Implement creative strategies to promote women's existing leadership in communities.
- Use creative approaches to facilitate a deeper understanding of the barriers for women to access political leadership positions.

¹⁶⁷ For more information on the Women Make the Change project, see Activity Summary 9.2.

- support communication strategies for active citizenship to promote women’s roles in political leadership and participation of the broader community in support of national and policy change agendas.
- Contribute to the understanding of organisational capacities required to support creative approaches in development, research and advocacy.

Contribution to Medium Term Development Plan III and other Government Policy

The Creative Approaches for Impact research project contributes to achieving Goal 3.5 of the Medium Term Development Plan III to provide equal opportunity for all to participate in, and benefit from development. It contributes to strategy 3.5.18 to work in partnership with other stakeholders through advocacy programs promoting women’s political and economic empowerment by building a cadre of women leaders and advocating for community support for women’s leadership in provincial and district administrations.

This research project contributes to achieving the Bougainville Strategic Development Plan 2018–2022 social development and community government outcomes and the supporting sectoral policy for Gender Equality, Women’s Employment, Peace and Security. The project is supporting women’s advocacy and emerging leadership and building the capacity of members of community government.¹⁶⁸

Plans for January–June 2021

The project began in June 2021. In its initial phase it supported the set up of a Communications Working Group under the Women Make the Change project to involve a variety of stakeholders in the design of an overarching communication strategy.

9.5 Papua New Guinea Women and Extractives (completed June 2020)

Project Partner:	<i>Pacific Women</i> Support Unit with Frieda River Limited
Total Funding:	\$1,068,888
Funding Timeframe:	April 2017–June 2020
Funding Sources:	\$910,308 (<i>Pacific Women</i> Papua New Guinea) \$159,580 (estimated Frieda River Limited in-kind support 2018 and 2019)

Overview

The Women and Extractives project was a public-private partnership with Frieda River Limited. A memorandum of understanding with the Australian High Commission was formalised in November 2017. The project intended to improve the representation and participation of women in negotiating mining development agreements and to achieve better economic and broader empowerment outcomes for women. The project engaged with communities while the mining lease application process and associated community consultations and environmental studies were ongoing.

The project primarily worked with the scattered and remote populations of seven mine-affected communities in Ambunti-Dreikikir and Telefomin Districts in East and West Sepik Provinces respectively. A baseline survey of 10 per cent of the villagers in October–November 2017 identified low education and literacy levels; separate roles and expectations for women and men; that women worked more hours each day than men; and that there were few existing opportunities for women. There were few government services, no police presence and no formal financial services. Livelihoods were mostly subsistence fishing and farming.

¹⁶⁸ Autonomous Bougainville Government (2018), above note 159. For social development outcomes relating to women and children and community government, see the Results Framework on pages 57 and 65.

The project provided local Frieda River women with opportunities to gain knowledge and practice skills to assist them negotiate with mine executives and local male leaders to gain their share of benefits from community mining agreements. A range of practical learning and development activities were used to give women opportunities to develop and practice their abilities and confidence to plan, lead and manage development initiatives in their communities. The project generated family and community support for women's inclusion and influence in negotiations and an understanding about how women's participation would see benefits flow to communities.

The project was intended to support policy, regulatory and program developments at the national and industry level.

Aims and objectives

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

Project objectives include:

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

Cumulative outcomes to date

Despite lengthy periods when working with the communities was not possible due to industrial action in 2018 and COVID-19 pandemic state of emergency and travel restrictions in 2020, the project made good progress toward achieving its community level objectives. **Women reported significant increase in their confidence to speak up in public forums, to self-organise and to advocate for their shared position.**

The Frieda River Women's Association has been formed by mobilising village women's groups. The constitution, membership criteria structure and rules were developed through consultation and finalised with Community Leaders Forum endorsement. Membership fees are being collected to fund the registration with the Investment Promotion Authority. The project supported village women's groups to form and elect executives. Elected officials were provided with board training and supported to host a meeting of executives and one with the women's group. Women were trained and mentored to conduct meetings, write meeting minutes and write and understand financial reports. These women are maintaining information on the women within their communities and are responsible for collecting membership fees.

With the project's support, Frieda River women leaders have **developed a position paper outlining women's and girls' expectations regarding community mining agreements.** This position paper will be used during the Development Forum negotiations.

Women have key positions in key negotiating bodies representing the community in mine agreement making processes. Community support for women's voice and participation grew progressively during implementation. The 2019 Community Leaders Forum endorsed the inclusion of the President of the Frieda River Women's Association as an Executive Board Member of the Landowners Association. It also agreed that each of the tribe sub-committees will have one woman and two men members elected by their communities. The Forum further endorsed the inclusion of a woman landowner on the Board of Directors of the Representative Company and an independent woman as an ex-officio Board Member on the Representative Company. The project provided technical assistance to Frieda River Limited to ensure that the formation documents for the Landowner Association, Representative Company and Membership Qualification Criteria met the rights and expectations of women and girls.

Women are taking up other leadership roles within the community, including as village court magistrates and on market committees. Working with the National Village Courts Secretariat and the FSVAC, the project undertook an audit and assessment of local village court areas and officials in late 2018. Gender sensitisation and village court official training was provided in 2019 to six women and 18 men. Seven new women village court magistrates were appointed, one for each of the villages. Following family farm teams training¹⁶⁹, new local produce markets have been established in each village. All seven have established market committees with equal representation of women and men.

Communities recognised the positive impacts from women’s improved skills and community development activities. During the October 2019 Community Leaders Forum, five separate male leaders spoke of the positive benefits to women and their communities as a whole due to the project. The project identified and worked with women within each of the seven communities to build whole-of-community skills. Foundational training included the family farm teams modules, leadership training¹⁷⁰ and adult literacy skills. Building on these, the project provided financial literacy and business skills training to 672 people (507 women and 165 men).

To promote **good decisions and leadership values more broadly across the communities, the project adapted leadership training provided to 37 women in 2018 and rolled it out to men.** The training focused on communication using the body and face, the importance of positive family communication, mapping out how the body reacts to conflict situations and the importance of women and men having shared or equal decision making on family finances.

The family farm teams training strengthened harmonious family and community relationships and improved the state of personal and family financial planning and budgeting. **Local produce markets have been established in each village, with benefits to family livelihood and intra and inter community cohesion.** Improved literacy boosted women’s confidence to speak up and organise. Twelve women who had trained as trainers, **improved the reading and understanding skills of 93 other community members (87 women and six men).** The project consulted with community and church leaders to identify and engage members of the community with disability in training opportunities.

Working with the Telefomin District Health Services, the project facilitated health education and services in each of the communities. Awareness on basic water and sanitation principles was provided, a survey on water supply and sanitation systems was conducted and a water and sanitation committee was established in each village. The District Health team provided family planning and antenatal clinics and immunisations. These **clinics and health education sessions involved 2,491 adults (1,467 women and 1,024 men) and 532 children (294 girls and 238 boys).**

The project exposed mine-affected community leaders (five women and two men) to local and national development activities. Following participation in the 2019 *Pacific Women* Annual Learning Workshop, two male community leaders visited all of the mine-affected villages to encourage men to become involved in project activities and challenge underlying social norms that impact on the ability of women to participate equally.

While the demonstration effect of the project in the Frieda River pilot site was promising influencing national and industry policy level reform was limited. Lessons on establishing women’s associations, early engagement at community level to build support for women’s voice and agency from the project has informed the Papua New Guinea Extractive Industry Transparency Initiative National Secretariat

¹⁶⁹ The family farm teams modules were developed and tested through the *Pacific Women*-funded Family Farm Teams project. For more information on the Family Farm Teams project, see 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/>.

¹⁷⁰ The leadership training was adapted through the *Pacific Women*-funded Young Women’s Leadership Project and initial training was delivered by Bougainville Women’s Federation trainers. For more information on the Young Women’s Leadership Project see 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/>.

on 24 November 2020. The Extractive Industry Transparency Initiative recognises the importance of gender 'by promoting women's participation and leadership in the extractive sector, Extractive Industry Transparency Initiative can improve governance and transparency and empower women to ensure their rights are respected. Participation of women in activities and programmes at the international, regional and community level with due awareness of the local context can increase gender equality and have spill-over effects in society as a whole' from the Extractive Industry Transparency Initiative International Secretariat. The project undertook a learning tour to Ok Tedi in 2018 to learn how women's interests in mine negotiations and relations are being met. Discussions with Ok Tedi Development Foundation staff, women's associations and community leaders informed the team's engagement with communities. Plans to formally document lessons through case studies to contribute to the national policy dialogue about the impact of mining on women, were stymied by the pandemic, domestic and international travel restrictions in 2020.

The project contributed to the *Pacific Women* in Papua New Guinea long-term outcome of there being increased women's leadership and influence in decision making at the community level, in local and national government and in the private sector.

Contribution to Medium Term Development Plan III and other Government Policy

The Women and Extractives project contributed to achieving Goal 3.5 of the Medium Term Development Plan III to provide equal opportunity for all to participate in, and benefit from development. It contributed to strategy 3.5.18 working in partnership with other stakeholders through advocacy programs promoting women's political and economic empowerment. The project strengthened women's participation in mine negotiation and agreement making processes and supported the establishment of associations to voice concerns on the interest of women.

Lessons learned

Utilising the lead time prior to mine approval benefits agreements and helps mine construction to identify opportunities for women. It also builds the capacity of all stakeholder groups to support those opportunities. Strategic coordination at the early stages with an extractive company partner has meant that landowner associations and representative landowner companies have been set up with women's and girls' rights explicitly considered and interests represented.

There is a need to engage men early and continually to achieve project objectives. The project struggled to engage effectively with men early on, partly due to men's belief that the project was a 'women's program'. The project adopted a number of strategies to improve men's involvement and support. It adapted leadership training for men as well as women and provided gender sensitisation training to community leaders. It developed a gender and human rights training package delivered to women and men members of the Community Leaders Forum. Exposing two influential male leaders to the broader gender development agenda raised their awareness. It influenced their attitudes and they went back to their communities as advocates for the project and for women's rights.

There is a need to connect at an early stage the capacity of women and women leaders to longer term strategic objectives relating to women's participation in resource development benefits. Additional pre- and post- Community Leaders' Forum support for women members helped enhance their confidence to participate in discussions. Nonetheless, continued support and access to accurate, readily understandable and culturally suitable information regarding the impacts related to the extractive activity and future plans for the affected area is needed for women (and male community members) to meaningfully participate in community decision making processes in relation to the mine development and benefits.

10 Outcome 2 – Women’s Economic Empowerment

10.1 Coffee Industry Support Project

Project Partner:	CARE International in Papua New Guinea
Total Funding:	\$5,755,712
Funding Timeframe:	Phase 1: July 2013–June 2015 Phase 2: July 2015–September 2021
Funding Source:	\$1,294,176 (<i>Pacific Women Papua New Guinea Phase 1</i>) \$4,461,536 (<i>Pacific Women Papua New Guinea Phase 2</i>)

Overview

Coffee is a major export commodity, with 85 per cent of coffee produced by smallholder farmers. While women farmers contribute significant labour at time-critical stages of production and processing, they have less access to inputs, resources, training and credit. Social norms limit women’s role in decision making within households and at the market level. Women farmers receive less benefit from coffee income. The CARE Coffee project intentionally seeks to transform gender relations between women and men to improve the economic and social wellbeing of women coffee farmers in the Highlands.

A foundational component of the project’s approach is supporting families to adopt practices to share work more equitably and to plan, budget and make spending and other decisions together as a family. The project works with family pairs, encourages recognition of everyone’s contributions to the family’s wellbeing and facilitates discussions on customs to help communities identify new practices that will benefit the whole family and to think of themselves as a family business or family unit.

To maximise its impact, the project works with coffee industry stakeholders – three of the four specialist coffee exporters, the Coffee Industry Corporation¹⁷¹ and community-based coffee cooperatives. It encourages partners to adopt gender-inclusive practices to provide women smallholder farmers and their families with improved livelihood opportunities and to improve the quality and reliability of coffee production and supply. The project has built the skills and confidence of extension officers in: gender, equity and diversity; facilitation skills; family business management; financial literacy; and organisational strengthening.

The project works directly with 15 families in Eastern Highlands Province using a model farming family extension approach to increase the pool of skilled community-based trainers to fill the gap in extension services provided by government and industry. The project recruits, trains and supports these model farming families to then train and mentor other farmers in their communities. They demonstrate and share technical coffee growing skills and relationship and power sharing skills.

In 2018, the project piloted a village savings and loans association model in the Eastern Highlands Province to increase farmers’ access to financial credit and income to address the lack of available and appropriate formal financial service providers.

Aims and objectives

The project’s objectives have evolved since it began. In its current phase, the project’s objectives are:

- Women farmers engage in and benefit from income earning activities.
- Creating positive environments to support farming families to work together equitably.
- Gender equitable and inclusive practices are embedded and institutionalised within the coffee industry.

¹⁷¹ The Coffee Industry Corporation is the government-mandated regulatory, research, training and extension and promotion body for coffee.

Cumulative outcomes to date

The CARE Coffee project is achieving its objectives, particularly **in increasing women’s access to and control over income; and supporting industry partners to adopt gender inclusive practices**, especially through extension services to their farmer networks.

The first phase of the end of project evaluation, conducted in 2020, found evidence of social norms change in household attitudes and behaviours that enable women to benefit from the family coffee smallholding. The main changes in **social norms centre around changes in more equitable distribution of labour through a more collaborative approach to managing the coffee garden and the household; and shared decision making on the use of household income**.

The project’s foundational components with coffee farmers are the family business management training and the complementary financial literacy training. The family business management training is particularly important to gain husbands’ support for their wives’ engagement and mitigate risks of violence that may emerge from her participation in the project. Between 2015–2020, 821 farmers (352 women and 469 men) participated in family business management training and between 2017–2020, 230 farmers (116 women and 114 men) benefited from financial literacy training. Combined with an independent source of credit through village savings and loans associations, **women are increasingly accepted as money managers and equal decision makers**.

Since 2018, the project has supported the establishment of 16 village savings and loans associations, including five new groups established in 2020 by the Coffee Industry Corporation. **The 16 village savings and loans associations have cumulatively shared out over PGK174,385 over the period 2018–2020**. Overall, women represent 66 per cent of members. **Association members report an increase in their income through taking and using loans for small business activities**. These frequently relate to agricultural activities, usually livestock raising and coffee and vegetable gardens, with a subsequent increase in returns. **Women members in particular report material and economic benefits from being part of the associations**. For most women members, this is the first time they have been able to access small amounts of credit suited to their needs and repayment abilities.

All associations continued to save during 2020, despite difficulties in earning money. Members reported that the associations provided the only avenue to access loans to support their families during the lockdown periods and to restart their activities after the lockdowns were lifted.

The majority of the 15 model families being supported directly by the project have adopted practices and techniques delivered by the project. **As a result of increased productivity and quality, the majority of model farming families have increased their incomes from coffee**. The Kona-Bena model farming families report that they have tripled production since participating in the project since 2016 – from 12kg of parchment coffee but are now producing 50kg of parchment coffee.

The project has helped to **diversify income sources for model farming families by introducing apiculture** (beekeeping) to over 100 farming families. By December 2020, 11 apiculture model farming families in Eastern Highlands Province were practicing techniques extracting high quality honey. These families have sold 229kg of honey to New Guinea Fruits Company, earning PGK2,294. CARE conducted research between 2016–2018 to measure the benefits of women’s economic empowerment through the project.¹⁷² This research found that the **households in which women**

‘The first play shows how we invite problems into our own families. From the way we talk and respond to each other in regards to decision making in the family affects our family either positively or negatively.

The second play demonstrates how we can be able to avoid problems in our homes. The tone of our voice and how we relate to each other matters, as good communication leads to the family unit being intact and live and work happily.’

Male farmer at Namura

¹⁷² CARE (2018). Business Case for Women’s Economic Empowerment in the Coffee Industry in PNG. Unpublished.

participated in extension training had higher coffee productivity and their income from coffee was 22 per cent higher than households in which women did not receive training.

The project has trained approximately 80 per cent of private sector and the Coffee Industry Corporation's extension staff. The staff now apply new ways of approaching farmers. Training is more participatory with practical demonstrations and activities. Written materials are accompanied with pictures. Extension officers and model farming families speak with confidence to other farmers about best practices for coffee farming and about the value of working as family groups. By 2019, **women farmers made up over 30 per cent of extension training participants**, up from the baseline of less than five per cent in 2013–2014.

Two coffee exporters have already, and the Coffee Industry Corporation is, integrating the project's family business management training modules into its national coffee curriculum for extension service delivery. The project is working with the Corporation to develop more gender-equitable policies at all levels, including recruitment and extension services within the coffee supply chain. This aligns with the Government's Gender Equity and Social Inclusion policy.

Recognising the benefit and success of the village savings and loans associations, **the Coffee Industry Corporation has set itself the target of establishing 30 new groups across the Highlands.** The project has trained 54 staff (20 women and 34 men) to deliver training on the methodology, foundational family business management training and financial literacy training. CARE Coffee project staff provide mentoring and oversight to embed the learnings and transfer the skills.

Coffee industry private sector partners are increasingly recognising that improving women's engagement in the industry is good for business. CARE's training and field support **enable industry partners to fulfil the social component of free trade and other international certification programs.** Qualifying for the specialty market allows coffee to be sold at a higher price range, increasing farmers' earnings.¹⁷³

Learnings from the project have influenced other development projects. The Markets for Village Farmers project includes family-based approaches with family business management training and CARE has been selected to implement this component of the project.¹⁷⁴ CARE will apply these tools in a United States Government-funded project focused on bio-conservation. The World Bank's new Papua New Guinea Agriculture Commercialisation Development project explicitly recognises the value of the family-based approach.¹⁷⁵ Other CARE-implemented projects in Papua New Guinea in the cocoa industry and in Vanuatu that are focused on women's leadership are also adopting these tools and project learnings.

The project team **moved quickly to meet immediate needs, while also planning for the potential longer-term impact of the COVID-19 pandemic.** By June 2020, the project had reached 151 people (89 women and 62 men), government extension teams, private sector extension teams, village savings and loan association members and cooperatives with public health campaign messaging on how to prevent, detect and respond to the virus. In 2020, the project participated in a regional COVID-19 rapid gender analysis and a Papua New Guinea COVID-19 rapid gender analysis, finalised in July 2020.¹⁷⁶ These analyses identified that: women's care and work burden has increased; access to gender-based violence 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

¹⁷³ The research found that access to training for women was related to a seven per cent increase in the probability that women would certify their coffee as organic; and a four per cent increase in the probability that women would certify their coffee in other ways (such as free trade).

¹⁷⁴ The Markets for Village Farmers project is a six-year, USD29.56 million International Fund for Agricultural Development project. It is financed through a loan with the Government of Papua New Guinea. This project includes training of 23,000 farming households in family-based approaches as foundational training.

¹⁷⁵ *Pacific Women* actively lobbied for the explicit inclusion of family-based approaches in this World Bank project's design. This included meetings, sharing research, learnings and resources, making introductions and providing networking opportunities.

¹⁷⁶ CARE (March 2020) and (July 2020) above note 115.

to grow crops to sell are more vulnerable; and those diagnosed with COVID-19 have faced intense stigma and discrimination.

The project contributes to five of the nine *Pacific Women* in Papua New Guinea long-term outcomes. These are: women having increased economic opportunities and use them; women exercising increased decision-making power in relation to their income and assets; women having increased access to safe working conditions; increased women's leadership and influence in decision making at the community level, in local and national government and in the private sector; and enhanced knowledge and evidence informs policy and practice.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan economic recovery pillar by continuing to support women farmers with skills training to improve the quality and productivity of their coffee plants, access credit and to diversify their income.

Contribution to Medium Term Development Plan III and other Government Policy

The CARE Coffee project contributes to achieving Goal 1.7 of the Medium Term Development Plan III to increase women's economic empowerment. It contributes to strategy 1.7.16 to increase women's access to economic opportunities. The project works with industry stakeholders to adopt strategies and practices that promote women's role in the coffee industry. The project works with farming families and cooperatives to adopt family business approaches to farming to increase family livelihood and wellbeing. Through more equitable household labour and shared decision making, women's access to, and control over, income has increased. The project aligns with the government's goal of a sustainable and competitive coffee industry that maximises financial returns to coffee producers.

The project contributes to the National Financial Inclusion Strategy by building financial literacy of farmers and farmers' access to credit through the village savings and loans associations.

The project aligns with and contributes to the National Research Agenda Focus Areas 2.1 and 2.7 (Wealth Creation). The project has identified family-based approaches to sustain and improve the productivity and quality of coffee which increase coffee farmer incomes and women's empowerment.

Plans for January–June 2021

A number of activities planned for 2020 were unable to proceed. Subject to the easing of COVID-19 travel and movement restrictions, the project plans to conduct a market analysis and business development study and a gender analysis of the financial services sector.

The project will provide ongoing support to partners to promote the sustainability of skills and adoption of successful approaches focused on the Coffee Industry Corporation and model farming families.

Lessons learned

There have been gradual positive changes in women's relationships with their husband around a more equal distribution of labour in the home and shared decision making on household income and expenditure. These changes in gender relations are positive but need reinforcement.

While women are encouraged to take on leadership roles, they often report not having the confidence to do so. It is important to integrate activities that support non-financial empowerment such as leadership, negotiation and communication skills building. Women must believe they are entitled to and able to enjoy equality with men.

Main barriers

Most activities were delayed or suspended between March–June 2020 due to travel restrictions. By mid-year when activities could recommence, the coffee harvest season meant industry partners and farming families were fully committed to the harvesting and marketing of their coffee into October.

Wider challenges within the coffee supply chain continue to impede sustained increases in productivity. These include the maturing of the coffee trees, limited availability of appropriate replacement seedlings and the effects of climate change, such as longer dry seasons and unpredictable rainy seasons. These are affecting the flowering and cherry filling stages, leading to poorer quality and quantity yields.

10.2 Strengthening the Business Coalition for Women

Project Partner:	Papua New Guinea Business Coalition for Women Inc.
Total Funding:	\$6,684,184
Funding Timeframe:	Phase 1: May 2014–June 2018 Phase 2: November 2018–September 2021
Funding Source:	\$3,400,000 (<i>Pacific Women</i> Papua New Guinea Phase 1) \$1,451,177 (<i>Pacific Women</i> Papua New Guinea Phase 2) \$1,828,945 (membership, revenue and in-kind contributions)

Overview

The Papua New Guinea Business Coalition for Women Inc. is a local registered organisation established in 2014, initially under the stewardship of the International Finance Corporation. Since November 2018, *Pacific Women* has provided funding directly to the organisation to consolidate its work and strengthen the organisation as a social enterprise. The 55 members of the Business Coalition for Women range from large corporate groups with international connections to small local businesses. They collectively have over 55,000 employees in Papua New Guinea.

Global evidence indicates that higher levels of women’s participation in companies are closely correlated with improved business performance. Research in Papua New Guinea in 2015 and again in 2020 identified the high cost of gender-based violence to companies: on average, gender-based violence results in the loss of approximately 10 workdays for each employee each year.¹⁷⁷ The Business Coalition for Women assists members to introduce and implement workplace policies and practices to encourage the participation and leadership of women in their businesses through: family and sexual violence policies; anti-sexual harassment policies; gender-smart workplace health and safety tools; and a range of tailored leadership and talent development initiatives.

The Business Coalition for Women is a key partner in the *Bel isi* PNG public private partnership.¹⁷⁸ It works with *Bel isi* PNG subscribing companies to increase awareness of the need for workplace policies to increase workplace safety for women employees and to support employees who have experienced family and sexual violence to remain in work. The Business Coalition for Women, in partnership with the International Finance Corporation, is conducting research to measure the benefits to business of providing active support to employees to address family and sexual violence.¹⁷⁹

Aims and objectives

The Business Coalition for Women helps the private sector in Papua New Guinea recruit, retain and promote women as employees, leaders, customers and business partners.

Specifically, the Business Coalition for Women’s objectives are:

- Ensure workplaces are safe, free from violence and supportive of staff who are survivors of family and sexual violence.

¹⁷⁷ E. Darko, W. Smith and D. Walker (September 2015). *Gender Violence in Papua New Guinea*. Overseas Development Institute. Available at: <https://www.odi.org/publications/9887-gender-violence-papua-new-guinea>. See also Workplace responses to Family and Sexual Violence in PNG: Measuring the Business Case. Baseline Report (2021). For more information on this report see Activity Summary 12.4. Online reference to the report is included in Annex 6.

¹⁷⁸ For more information on the *Bel isi* PNG initiative, see Activity Summary 11.8

¹⁷⁹ For more information on the *Bel isi* PNG Research project, see Activity Summary 12.4.

- Catalyse growth, innovation and team performance by developing women leaders in business through training, mentoring and other talent development initiatives.
- Help companies recognise the business value of women in the workforce.
- Stimulate business growth, continuity and loyalty by expanding opportunities for women-owned businesses in supply chains and distribution networks.
- Ensure the Business Coalition for Women is resourced sustainably so that it can achieve its mission.

Cumulative outcomes to date

The Business Coalition for Women is on track to achieve its objectives. There is evidence of transformation of corporate culture towards women's participation. **Since July 2020, 18 companies invested resources and leadership in making their workplaces safer and supportive of survivors of family and sexual violence.** 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.

In October 2020, on behalf of its members, the Business Coalition for Women launched a public advocacy campaign to address family and sexual violence. Four two-page articles were published in both of the English language national newspapers by February 2021. The articles highlight the prevalence and impacts of family and sexual violence and businesses actions to address the issue. They provide information on the support services available for survivors of family and sexual violence and highlight positive changes in the lives of individuals and workplaces. They lobby government for investment in violence prevention and response services. The Business Coalition for Women increased engagement with emerging professionals. It co-hosted a Gender Based Violence Forum, with the Young Professionals Network in August 2020 and are linking with the Australian Awards Alumni for networking events. In November 2020, the Business Coalition for Women co-hosted a panel discussion on 'The Role of Men in Addressing Family and Sexual Violence'. It was livestreamed to a broad audience.

Business Coalition for Women members and *Bel isi* PNG partners were involved **in the inaugural Gender Based Violence Summit** held 8–10 November 2020, led by the National Capital District Commission. **Four business leaders shared their experiences of how their organisations are addressing the issues and making their workplaces safer and more inclusive for women.** A key outcome of the summit was the Government establishing of a Special Parliamentary Committee on Gender Based Violence on 11 November 2020.

It is estimated that 54 businesses or organisations have adopted policies or practices based on tools developed and provided by the Business Coalition for Women. The Business Coalition for Women has supported four companies to apply gender-smart safety audits that seek out women's perspectives on workplace safety and are encouraging businesses to address constraints to increased participation of women in non-traditional sectors. Since July 2020, the Business Coalition for Women supported two more companies to develop or implement family and sexual violence policies and five companies to strengthen workplace anti-sexual harassment policies.

Demand for the Business Coalition for Women's Certificate IV in Leadership and

'In June 2019 we launched the Anti-Sexual Harassment Policy ... There are two contact people who provide support in this area. We now have a systematic process in place to respond to sexual harassment in the workplace such as, Incident Reports are filled, and recorded conversations of incidents if they are formal complaints. We have terminated staff already for breach of policy, issuing file notes and warnings – there is a separate folder, all matters relating to this are kept in for confidentiality. Staff feel free to disclose information to the contact persons with or without their immediate supervisors.'

Genesis Ketan,
Director News and
Family and Sexual Violence workplace officer,
PNGFM

Management remains high. By February 2021, 62 organisations and 38 public sector agencies or civil society groups have invested in women as supervisors and managers by sponsoring them to undertake the course.¹⁸⁰ In 2019, training was delivered in Bougainville for the first time. The course is being adapted to be delivered online as well as in person starting in 2021 to further expand the reach of this course. **Since 2015, 187 women have graduated:** including 30 women graduates between July–December 2020. Another 34 women are currently undertaking the course. Participants and managers confirm that **course graduates have increased productivity and confidence and take on more responsibility.**

In 2021, a 12 month follow up survey with graduates discussing their experiences post-graduation found that 36 of the 53 respondents (68 per cent) received pay rises. This includes eight women who earned an increase of more than 25 per cent. Almost half (25) of the respondents were promoted. Some of those who were not promoted nevertheless reported they were given new responsibilities in key areas of budgeting, strategy and staff supervision. Graduates also reported significant improvements in their confidence to speak with managers and others in authority (up from 72 per cent pre-course to 96 per cent post-graduation); modelling good time management (up from 55 per cent to 92 per cent post-graduation) and good decision making aligned with company values (up from 69 to 98 per cent).

'I attribute my new assertiveness, time management, work prioritisation and enhanced leadership and management skills to the Cert IV course.'

**Vagi Kala, Senior Executive Assistant,
Eda Ranu and Certificate IV Graduate**

In 2019, the Business Coalition for Women expanded the leadership pathways for women. In partnership with the Asian Development Bank, the Business Coalition for Women offered the **first Senior Executive Women Program**, a six-day interactive training program targeted women already in management roles wanting to rise to executive management level.¹⁸¹ Thirteen organisations sponsored 22 participants and provided positive feedback on the program.¹⁸² The course has been adapted to be delivered using an online format in 2021. Facilitated by the Australian Institute of Company Directors over three days, the **first PNG Directors Course**, covered finance, strategy and risk to understand directors' roles and responsibilities. Ten organisations sponsored 25 participants (14 women and 11 men).¹⁸³

Consistent with global evidence, anecdotal **reporting from Business Coalition for Women members indicates improvements for employers, including staff retention, improved awareness of different forms of violence and increased knowledge of where to seek help.** The *Bel isi* PNG research will contribute to the evidence of the benefits to businesses in Papua New Guinea.¹⁸⁴

The Business Coalition for Women's sexual harassment awareness sessions are increasing knowledge of what constitutes sexual harassment and relevant sexual harassment workplace laws, policies and procedures. **During July–December 2020, six staff (five women and one man) from five companies completed a two-day training to identify sexual harassment** and to understand its impact on individuals, team and organisations. The Business Coalition for Women assists companies to develop and implement anti-sexual harassment policies or to adapt its model anti-

¹⁸⁰ Of the 62 sponsoring organisations, 58 are private sector companies. The Australian Government-funded Justice Services and Stability for Development program, the Australian Government-funded Public Sector Reform and Leadership Partnership and the Australian Government-funded Australia Awards and Oil Search Foundation have sponsored participation from government agencies, and provincial authorities.

¹⁸¹ The course was run in partnership with the Asian Development Bank through the Pacific Private Sector Development Initiative, an initiative of the Australian and New Zealand Governments.

¹⁸² While sponsoring organisations were primarily companies, there were participants from the Department of Prime Minister and National Executive Council and the British High Commission.

¹⁸³ While sponsoring organisations were primarily companies, there were participants from the Department of Treasury and the National Fisheries Authority.

¹⁸⁴ For more information on the *Bel isi* PNG Research project, see Activity Summary 12.4.

sexual harassment policy. If implemented well in each of these organisations, information about sexual harassment and the policy provisions will potentially reach 3,000 staff.

In recognition of its expertise, the Business Coalition for Women **received funding from the Spotlight Initiative in 2020 to expand its free consultancy support to companies outside Port Moresby**. The Business Coalition for Women is expanding its connection with civil society organisations and the women's movement beyond the capital and member companies.

The project contributes to five of the nine *Pacific Women* in Papua New Guinea long-term outcomes. These are: 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; women have increased economic opportunities and are using them; women have increased access to safe working conditions; family and community tolerance for violence against women is reduced; and enhanced knowledge and evidence informs policy and practices.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar. The project supports companies to ensure that workplaces are safe for women and that protection and services for survivors of family and sexual violence are promoted.

Contribution to Medium Term Development Plan III and other Government Policy

The Business Coalition for Women contributes to achieving Goals 1.7, 3.5 and 3.6 of the Medium Term Development Plan III. The Business Coalition for Women contributes to strategy 1.7.16 to increase women's access to economic opportunities by supporting the private sector to recruit, retain and promote women as employees and within their supply chains. The Business Coalition for Women contributes to strategy 3.5.18 by working in partnership with other stakeholders through advocacy programs promoting women's political and economic empowerment with a focus on developing leadership pathways for women in the private sector. The Business Coalition for Women contributes to strategy 3.6.25 to institutionalise national responses to reduce gender inequalities that contribute to PNG's high level of vulnerability to the HIV/AIDS epidemic by supporting companies to adopt workplace policies and practices that are inclusive and supportive of women's participation.

The Business Coalition for Women contributes to Strategy 3 (Services) of the National Gender Based Violence Strategy (2016–2025). It contributes to quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence by working with companies to implement workplace policies and practices.

Plans for January–June 2021

The Business Coalition for Women plans to develop and pilot a directors mentoring program in 2021. The Senior Executive Women program and Certificate IV Leadership and Management will be offered in online versions in 2021. Representatives from members with significant supply chain opportunities will form a working group to identify: opportunities for women-owned businesses in supply chains; policy changes to promote women-owned businesses in supply chains; and to establish a database of women-owned businesses.

The Business Coalition for Women is developing a Family and Sexual Violence Advocacy Strategy and developing a train-the-trainer resource to support members' and women's groups' advocacy and lobbying efforts. The board is reviewing its charter, strategy, risk framework and skills matrix in the first half of 2021.

Lessons learned

The implementation of family and sexual policies within organisations is more effective when it is reinforced through multiple communication channels such as internal newsletters, staff meetings and special education sessions. Multiple communication channels increase the reach to staff and result in more employees feeling confident to seek help.

In response to member requests on how to engage with men struggling with family and sexual violence issues and how to have conversations with men to shift negative perceptions of women, the Business Coalition for Women consulted with men from nine member companies, two male advocates and service providers. A key finding was the importance of male role models and communication channels aimed at men, delivered by men. The Business Coalition for Women has more actively targeted men in advocacy campaigns by amplifying male business leaders' actions and support for creating safe workplaces and communities.

The Business Coalition for Women continues to refine and develop policies, tools and its services to meet the needs of members. In 2020, this included delivering more training via online platforms and creating more short videos in English and *Tok Pisin*. In 2019, the Business Coalition for Women developed a suite of 'human resource implementation tools', including a company self-assessment tool, a diversity and inclusion framework and management briefing and tools. Regular and structured follow-up and end line surveys track implementation and behaviour changes with the members that are implementing policies.

10.3 Creating an Entrepreneurial Ecosystem for Women in Papua New Guinea

Project Partners:	Center for International Private Enterprise and The Difference Incubator
Total Funding:	\$5,534,079
Funding Timeframe:	Phase 1: October 2015–September 2017 October 2017–October 2020 (Phase II) January 2021–December 2022 (Phase III)
Funding Sources:	\$765,104 (United States Government Phase I) \$342,533 (<i>Pacific Women Papua New Guinea Phase I</i>) \$1,582,354 (<i>Pacific Women Papua New Guinea, Phase II</i>) \$361,310 (Australian Government Economic Governance, Phase II) \$67,433 (Revenue and in-kind donations during Phase II) \$999,999 (<i>Pacific Women Papua New Guinea Phase III</i>) \$1,415,346 (Australian High Commission Papua New Guinea Phase III)

Overview

The Entrepreneurial Ecosystem project seeks to create and strengthen local institutions to encourage, incentivise and support women's entrepreneurial efforts. In 2021, the Australian Government extended funding for the project for a third phase to 2022.

In November 2016, the project opened the Women's Business Resource Centre in Port Moresby to help women start and grow their businesses. The long-term goal of the Women's Business Resource Centre is to be a locally registered self-sufficient organisation. In 2018, the Australian High Commission's Economics section provided additional funding to The Difference Incubator to work with the Women's Business Resource Centre team to develop and implement a business plan to achieve greater financial sustainability and to diversify and strengthen trainings provided by and held at the Women's Business Resource Centre. One of the outcomes of this work was the Guria Business Accelerator – a customised seven-month business accelerator for established businesses and high potential start-ups.

Recognising the role that formal education has in building an inclusive entrepreneurial ecosystem, the project works with four Papua New Guinean universities to strengthen or incorporate entrepreneurship into their curriculum. The four universities are: Pacific Adventist University; Divine Word University; the University of Papua New Guinea; and the Institute of Business Studies University. This component of the project is delivered in partnership with the William Davidson Institute at Michigan University.

Aims and objectives

Project objectives have evolved since it began. In its latest phase, the project's objectives are:

- Increase women's access to resources for economic recovery and empowerment such as training, mentoring and rights awareness.
- Establish the Women's Business Resource Centre as an independent institution that contributes and complements existing institutions supporting women's economic empowerment.
- Equip Papua New Guinean university students to success as entrepreneurs.
- Institutionalise participatory formative and summative evaluations to capture lessons learned and improve service delivery.

Cumulative outcomes to date

The project achieved three of its four Phase 2 objectives. It exceeded almost all of its targets relating to increasing women's access to training, business resources and rights awareness and entrepreneurship courses. The project was making progress toward its ambitious revenue raising targets prior to the outbreak of the COVID-19 pandemic.

By mid-March 2020, the Women's Business Resource Centre had directly benefited over 4,400 women through 368 technical training and workshop events since it opened. It is a safe and accessible resource hub from which women network with each other, learn from each other, receive professional training, capacity building, and financial literacy education. **Over 2,000 women have increased their knowledge on starting or growing their businesses and 233 women have expanded their business as a result of their engagement with the Women's Business Resource Centre.** Several women reported they pivoted their business operations in response to the pandemic and increased their revenue.

'The WBRC [Women's Business Resource Centre] helps women to find relevant training, experiment with business practices, to be connected to opportunities to market products and seek capital and be around like-minded women and men. This helps women entrepreneurs gain the emotional and mental support they need to attain their business goals.'

Rebekah
Women's Business Resource Centre
member

The Women's Business Resource Centre enabled **57 women to be identified as potential supply chain vendors through value chain networking events.** Information sessions about Trade Expo Indonesia are one of many examples of members sharing their knowledge and experience with other women. These sessions were supplemented with two trips to Indonesia in 2018 and 2019 to introduce Papua New Guinean women to connect with micro, small and medium enterprises in Indonesia. The Guria Business Showcase in March 2020 was another opportunity to introduce the 10 business accelerator graduates and their businesses to corporate executives. One Guria participant was subsequently invited to bid on a contract opportunity, which she won.

The **mentorship program involved 89 women**, linking budding entrepreneurs with business mentors to cultivate relationships and to provide opportunities for aspiring women entrepreneurs to learn from experienced businesswomen. Mentees indicate increased confidence and understanding in dealing with business challenges as a result of the mentorship program.

Some Women's Business Resource Centre members are participating in the Business Advocacy Network: advocating for policy reform to remove legal barriers and improve the enabling environment for women's participation in the economy.¹⁸⁵

¹⁸⁵ Separate funding supporting the Business Advocacy Network is through the U.S. Department of State's Bureau of Democracy, Human Rights, and Labor. There are 40 women leaders and other champions involved, including Women's Business Resource Centre members.

The Women's Business Resource Centre has diversified and continues to strengthen the usefulness of the training it offers. This includes through partnerships with the United States Embassy, the Patsy Mink Center for Business and Leadership in Hawaii, The Difference Incubator and Niunet PNG Ltd. One of the early Women's Business Resource Centre products was the **Step-by-Step Guide on How to Start a Business in Papua New Guinea to provide easily understandable details on how to establish and register a business with the Investment Promotion Authority**. It sets out tax requirements to move from the informal to the formal sector. This information was not previously easily obtainable. The Investment Promotion Authority also uses the booklet for their own information sharing purposes. Training has included adult literacy, information about rights and motivation to better equip women to fully participate with confidence in their communities and enterprises. The Women's Business Resource Centre is in the process of further developing training offerings to meet the needs of users in response to the COVID-19 pandemic.

The Women's Business Resource Centre actively **engages marginalised and vulnerable women entrepreneurs**. Many workshops were conducted in *Tok Pisin* to increase accessibility and understanding for those with limited education. Members received phone calls of upcoming trainings and events to ensure those without the internet or with low literacy knew about opportunities. Some entrepreneurship workshops were conducted with sign language translation by Discover PNG to accommodate the special needs of women entrepreneurs from the hearing-impaired community. The website is accessible to people with visual impairments.

The Women's Business Resource Centre serves as a model for the Center for International Private Enterprise. Similar initiatives have been launched in Afghanistan, Jordan and Guatemala.

On the path to long-term self-sufficiency, **approximately 35 per cent of operating costs are funded from sources other than the Government of Australia**. The Women's Business Resource Centre is continuing to implement its business plan strategies. It is building internal capacity of staff and developing a training curriculum. After a thorough review, the Women's Business Resource Centre will pursue registration as a technical and vocational education training centre for entrepreneurship.

Staff continue to pursue external networking and business development efforts. These strategies are being re-evaluated to take account of the impact of the COVID-19 operating environment.

In response to the COVID-19 pandemic, the Women's Business Resource Centre closed in mid-March 2020. Staff continued to support 640 members providing information and referrals via phone, social media and email. Staff **surveyed 298 members and users between April–June 2020 to better understand the operating environment and impacts of the COVID-19 pandemic on them and the needs of members and users**.¹⁸⁶

The report from the survey was published

Businesswomen and COVID-19 survey findings

- Women entrepreneurs with lower education levels were more likely to operate unregistered businesses and have their businesses disproportionately affected, resulting in more closures.
- While unregistered and registered businesses faced equally significant problems, unregistered businesses were more likely to halt operations temporarily as a result of the COVID-19 pandemic and the response to it.
- Women operating start-up businesses faced more significant problems and faced higher levels of closures, while women operating established businesses still faced significant problems but faced lower levels of closures.
- Smaller businesses halted temporarily more than expected and larger businesses halted temporarily less than expected.
- The needs for learning were different based on various factors, including the registration status of businesses. The majority of women operating unregistered businesses that halted temporarily expressed a need for training to build their ability to implement business continuity plans.

¹⁸⁶ The survey was made possible with funding through *Pacific Women*, the U.S. Department of State's Bureau of Democracy, Human Rights, and Labor and the National Endowment for Democracy.

and presented in a virtual event in August 2020.¹⁸⁷ Findings have offered concrete ideas of how to provide support to women entrepreneurs.

The project's university partners have made significant progress in introducing entrepreneurship courses and incorporating them into formal areas of study. The project has supported 70 faculty staff and the universities have launched **three completely new entrepreneurship courses for 190 students**. The Pacific Adventist University launched an entrepreneurship degree program at its Port Moresby campus. Divine Word University launched its graduate-level entrepreneurship specialisation for its Master in Business Administration program in January 2020. At least 83 university students and alumni have already become entrepreneurs and 63 students studying these courses report increased confidence in pursuing entrepreneurship as a career path. **Fifty-nine Pacific Adventist University students have formally registered their businesses and opened a bank account, including 36 students who registered their businesses in 2020**. To address the lower rate of enrolment of women in these courses, the universities have produced marketing materials to promote women's participation and attract female students.

With project support, the Pacific Adventist University faculty has established an innovative School of Business Cooperative to encourage student entrepreneurs to execute their business plans by loaning out start-up capital to eligible students. The university is exploring options to build an incubation centre on campus to create a space for students to implement theories that they learn in the classroom, develop their business ideas and share their pitches with businesspeople.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcome of women having increased economic opportunities and using them.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan economic recovery pillar by continuing to support women business owners through skills development, information, networking and advocacy.

Contribution to Medium Term Development Plan III and other Government Policy

The Entrepreneurial Ecosystem project contributes to achieving Goals 1.7 and 3.5 of the Medium Term Development Plan III. It contributes to strategy 1.7.16 to increase women's access to economic opportunities. The Women's Business Resource Centre builds women's skills, knowledge and networks to grow their businesses. The project contributes to strategy 3.5.20 to ensure economic growth translates into social development for all through inclusive training options.

The project contributes to the National Small and Medium Enterprise Policy by addressing entrepreneurship constraints and the National Financial Inclusion Strategy by increasing financial literacy and connecting users to financial institutions. The project provides entrepreneurial and business skills training through the Women's Business Resource Centre, supports four universities to develop entrepreneurial courses and is helping women and students to register their businesses and to understand and comply with regulatory requirements.

The Women's Business Resource Centre is helping to achieve the vision of the National Policy on Disability (2015–2025) by promoting livelihood skills of women with hearing impairments.

Plans for January–June 2021

A top priority for the project in Phase 3 is to register the Women's Business Resource Centre as a local technical vocational education and training centre for entrepreneurship organisation and pursuing business development opportunities to increase revenue and other resources. The Women's

¹⁸⁷ A copy of the report can be downloaded from the Center International for Private Enterprise website at: <https://www.cipe.org/resources/covid-19s-arrival-in-png-impacts-on-png-women-owned-and-operated-msmes/>. A video presentation of the report is available on the PNG Women's Business Resource Centre Facebook page. <https://www.facebook.com/pngwbrc/videos/365848477752036>.

Business Resource Centre is re-evaluating its offerings and strategies to meet the needs of members and uses and to adapt to the new operating environment as a result of the pandemic.

Lessons learned

Regular surveying of Women's Business Resource Centre users has identified the most useful courses and suggested new topics. The Centre is reviewing the introduction of computer literacy courses after users identified the lack of computer skills as a barrier to information and taking advantage of opportunities and use of platforms such as Facebook and marketmeri.com.

Main barriers

The project budget was developed in United States dollars but funding is in Australian dollars. As a result of exchange rate changes during the period, there was approximately 30 per cent less program budget available in the final year of *Pacific Women* funding.

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

Project Partner:	Ginigoada Foundation PNG Inc
Total Funding:	\$856,586
Funding Timeframe:	November 2018–September 2021
Funding Source:	\$856,586 (<i>Pacific Women</i> Papua New Guinea)

Overview

The *Meri Buses* project builds on the Safe Public Transport for Women, Girls and Children project implemented by UN Women in Port Moresby, which started in 2015.¹⁸⁸ As part of the initial project, UN Women provided technical support and two buses to Ginigoada Foundation PNG Inc (Ginigoada) to enable the expansion of the *Meri Seif* Bus (women-only free-to-ride bus services). Ventura Bus Lines from Melbourne donated four additional buses. Through sustained engagement with the Road Traffic Authority and other stakeholders, Ginigoada, supported by UN Women, obtained Public Motor Vehicle (PMV) licenses to establish four *Meri Buses*, or 'M-buses' (women-only fare-to-ride services) in Port Moresby and, subsequently, licenses for two M-buses in Lae. Throughout the project, Ginigoada and the women-only bus services were connected to the global UN Women Safe Cities initiatives. Benefits of this connection included access to experience, technical support, toolkits and global recognition.

Ginigoada and UN Women continue to work collaboratively through separate funding arrangements to sustain a safe public transport system in Port Moresby and to expand women-only bus services to Lae in Morobe Province. Ginigoada is responsible for the management of the buses while UN Women continues support through complementary behaviour change campaigns with local duty bearers and communities. UN Women also conducted the baseline research in Lae.

Pacific Women funding contributes half of the budget for the fare-to-ride women-only buses. Funding covered the full cost of the free-to-ride *Meri Seif Buses* when they were initially expanded into Lae, until Ginigoada was able to obtain the licences to introduce fares on the Lae M-buses in February 2020.

Public transport is a high risk environment for COVID-19 transmission. In response, the Government initially halted and then restricted passenger numbers allowed on public transport and instituted minimum hygiene and protective measure standards. Ginigoada ceased bus operations in mid-March 2020. It resumed operations of two M-buses in Port Moresby from mid-August to November 2020. The resumption of services in Port Moresby was possible, in part, due to the donation by City Pharmacy Limited of personal protective equipment for bus drivers and crew, hand sanitizer and

¹⁸⁸ For the Safe Public Transport for Women project implemented by UN Women, see Activity Summary 11.3.

temperature check machines. Operations have not yet resumed in Lae, in part due to management issues.

Aims and objectives

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

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

Cumulative outcomes to date

The project is **providing safe and regular transport services for women and school-aged children** but it has experienced challenges in keeping the buses operating and in increasing revenue to cover bus operating costs.

In 2020, buses in both Port Moresby and Lae operated on a fare-to-ride basis, charging PGK1 per ride. Revenue is re-invested into operating the buses. Ginigoada introduced morning and afternoon services to three schools in Port Moresby during 2019. These routes have increased the numbers of girls traveling safely to school.

Ginigoada is building its data collection tools to disaggregate commuter numbers and to understand the needs of its customers. Since November 2018, at least 172,389 trips have been taken by women and children in the buses in Port Moresby. It is estimated that 3,363 women and girls have used the buses in Port Moresby since buses resumed operations in mid-August 2020.¹⁸⁹ While not consistently collected on all buses every week, the statistics collected since January 2019 indicate that **approximately 45 per cent of bus commuters in Port Moresby are girl students using the buses to get to and from school; approximately 22 per cent of women are market vendors; and approximately 22 per cent of women users are getting to and from work.**

Two Meri Seif Buses, donated by UN Women, began serving the main transport links to the centre in Lae in May 2019. Up until buses were halted in mid-March 2020, the two buses served 43,830 passengers or an estimated 6,400 women, girls and boys under 10 years old travelling with someone.¹⁹⁰ In February 2020, these buses were licensed as PMVs and began charging K1 fares. The profile of commuters in Lae is different from Port Moresby, with approximately one-third using the buses to get to work, followed by girls getting to school and then market vendors.

Ginigoada bus crews and UN Women *Sanap Wantaim* (stand together) youth advocates provide information sessions and distribute leaflets on the buses.¹⁹¹ The information sessions include: human rights awareness; awareness on types of violence and challenging the acceptability of violence against women and children; and services available to survivors of violence. The 2019 Lae transport baseline study found 85 per cent of women would prefer women-only buses due to safety concerns on ordinary PMVs. In addition, women noted the buses were safe spaces to discuss livelihood, political and violence issues.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcome of women having increased access to safe working conditions. By using the buses as an opportunity to share knowledge and behaviour change campaign messages, the project also contributes to the long-term outcome of family and community tolerance for violence against women being reduced.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan economic recovery pillar by continuing to support women to travel safely to the markets and work and for girls to travel to and from school.

¹⁸⁹ The estimated number of women and children 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.

¹⁹⁰ The estimated number of women and children 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.

¹⁹¹ For more information on the *Sanap Wantaim* youth advocates and behaviour change campaign activities, see Activity Summary 11.3.

Contribution to Medium Term Development Plan III and other Government Policy

The *Meri* Buses project contributes to achieving Goal 1.7 of the Medium Term Development Plan III for women's economic empowerment. It contributes to strategy 1.7.16 to increase women's access to economic opportunities. The project provides women and girls with access to safe public transport to enable women to get to work and school and take their produce to the markets in the mornings and back home in the afternoons safely.

Plans for January–June 2021

Ginigoada hopes to finalise the registration of three new buses donated from the Department of Finance in 2019.¹⁹² Once registered, these new buses will replace aging buses in the Ginigoada fleet.

Ginigoada is currently discussing with mynetpng – a new internet service provider– to be able to offer free internet services on the Port Moresby buses. This will be another innovative way of attracting additional passengers on the buses once they resume.

Lessons learned

In 2020, the Independent Consumer and Competition Commission agreed to increase PMV fares. The COVID-19 pandemic and responses to minimise the rates of transmission and health impacts of the virus led to a significant reduction in incomes and livelihoods across the country. Women and informal economy workers have been particularly affected.¹⁹³ A passenger survey at the time indicated that although they appreciated the safety and comfort of the M-buses, passengers could not afford to pay higher fares.

Main barriers

Efforts to increase passenger numbers and revenue have been negatively affected by both the COVID-19 pandemic and the age of donated buses. Ginigoada has found it difficult to fund the costs to maintain and repair aging buses. This has led to significant periods of time when buses have been off the road. This undermines the value of the M-buses as a reliable as well as safe transport provider.

The cost-sharing arrangement for the M-buses is due to end in 2021. Within a context of a contracting economic environment, Ginigoada's management and board must make difficult decisions on what M-bus services they can afford to continue and maintain. In 2021, Ginigoada will increase the M-bus fees from PGK1.00 to PGK1.50 to generate more revenue. The success of this measure will depend on the ability and willingness of passengers to pay for the additional safety and comfort that the M-buses provide over PMVs. The board will also decide whether to re-open the Lae M-bus operations in the first quarter of 2021.

Insecurity at bus stops and while walking to and from bus stops remains a risk for women's safety and limits mobility around both cities. This is not within the scope of this project, or Ginigoada, to change. The complementary behaviour change activities led by UN Women seek to influence these broader environmental factors that limit women's and girls' safety in public spaces.

¹⁹² The buses were purchased for use during the Asia Pacific Economic Cooperation meetings in 2018.

¹⁹³ A UN Women assessment conducted in June 2020 with 50 Lae market vendors (37 women and 13 men) who used public transport found their daily incomes had declined by 31 per cent.

10.5 Safe and Prosperous Districts: Linking communities to markets for secure livelihoods (completed December 2020)

Project Partner:	UN Women
Total Funding:	\$1,975,052
Funding Timeframe:	May 2018–December 2020
Funding Sources:	\$1,000,000 (Australian Government’s Gender Equality Fund)
	\$500,000 (Australian Government’s Infrastructure Program towards Alotau Markets)
	\$233,872 (New Zealand Ministry of Foreign Affairs and Trade)
	\$241,180 (UN Women core funds)

Overview

The Safe and Prosperous Districts project focused on promoting women’s economic empowerment through safe and economically vibrant district markets. In 2018, a national audit of Papua New Guinea’s informal economy valued it at PGK12 billion per year. Excluding the mining sector, it accounts for approximately 30 per cent of gross domestic product. The informal economy is heavily concentrated around the production and distribution of food in markets and the majority of market vendors are women. District markets provides significant opportunities for women and men to participate in the country’s economic growth. However, opportunities for women to earn income are undermined by gender-based violence, which is endemic in markets and public transport systems. Lack of women’s decision making in the administration and management of public spaces, diminishes the potential for women to earn and control income, constraining the economic prosperity of Papua New Guinea.

In late 2018, the then Minister for National Planning invited UN Women to design a national district markets program building on the Safe City project in Port Moresby.¹⁹⁴ The New Zealand Government, UN Women core funds and the Australian Government’s Gender Equality Fund funded initial scoping works and Australian Government funds ongoing work in markets in Wewak in East Sepik Province.

The project supports relevant local government agencies to set up inclusive market management and operations systems. It works with market vendors to increase their knowledge and skills to engage actively with market management; and to advocate for their rights and interests for safe markets to improve their businesses. A complementary behaviour change campaign promotes broader community support for safer markets and women’s empowerment.

In 2019, the project expanded to Alotau in Milne Bay Province as part of a three-way partnership between the Australian, Japanese and Papua New Guinean Governments. Australian Government funds enabled UN Women to promote inclusive market governance arrangements to complement the construction of the new Alotau market, funded by Japan and Papua New Guinea, which opened August 2020. Additional Australian Government funds extended the project’s work to Kimbe in West New Britain Province and Wabag in Enga Province.

In response to the COVID-19 pandemic, UN Women reprogrammed activities in 2020 to support the national response to the pandemic. The project developed guidelines and manuals for safe and inclusive market operations, plus communication and information materials. Project staff conducted COVID-19 awareness activities.

On 6 October 2020, Prime Minister the Hon James Marape and the Australian High Commissioner to Papua New Guinea, His Excellency Jon Philp, launched the Markets, Economic Recovery and Inclusion Program. The new program expands and incorporates the Safe and Prosperous Districts project. It involves 14 major markets in Papua New Guinea. It will help limit the spread of COVID-19 in

¹⁹⁴ 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/>.

markets and make market management more inclusive of women's voices and responsive to women's interests.

Aims and objectives

The Safe and Prosperous Districts project focused on improving women's ability to earn and control income in safe and prosperous markets.

The specific objectives of the project were:

- Accountable governance and operational market management systems that include women's voice.
- Women are empowered to stand up for their rights, voice their concerns with market and authorities and duty bearers, and resolve problems that adversely affect their wellbeing.
- Women vendors have increased economic opportunities and control over their income.

And, subject to additional funding or other partners:

- Market facilities are gender-responsive, accessible, resistant to disaster risk and climate change, safe, comfortable and affordable for women in the pursuit of their livelihoods.

Cumulative outcomes to date

Within the context of the rescope project objectives and resources, the project has laid foundations to achieve its objectives. In response to the COVID-19 pandemic, **UN Women has ensured social protection measures for women and vulnerable groups have been incorporated into the national and provincial pandemic response**, promoting inclusive and sustainable economic growth.

As a member of the National Capital District COVID-19 Task Force, UN Women supported city authorities to develop their preparedness and response plans. As a result of UN Women's advocacy on the importance of food security and family livelihoods, **markets in the city remained open and operational throughout the initial state of emergency lockdown**.

UN Women developed **guidelines for operating markets safely within the COVID-19 context**. The State of Emergency Controller issued these guidelines to apply nationally in June 2020. The guidelines provide local authorities with a set of minimum standards and operational actions to keep markets clean and to prevent the spread of COVID-19.

The project developed **three additional tools for market management**:

- Market operational manual – integrating the safe market operational guidelines.
- Managing market infrastructure – ensuring the sustainability of built facilities.
- Business model for markets – ensuring markets are managed in financially sustainable ways.

In October 2020, **a Market Convention was held in Port Moresby for 22 market managers, operational staff and private landowners (four women and 18 men) from 11 provinces**. The project sponsored three women and one man from target sites to attend. The three-day convention was an opportunity to provide training on the guidelines and manuals and to share examples, experiences and learning. Following participation in the convention, the Wewak market manager installed wash basins and improved the cleanliness and hygiene within the market.

The project **conducted a rapid market assessment** as part of broader UN review of the socio-economic impacts of COVID-19 and to inform communication and information messages. From Wewak, 45 market vendors (42 women and three men) and three male market management staff were involved. The assessment looked at levels of COVID-19 knowledge, preventive measure compliance, economic impacts and sources of information. UN Women contributed findings from the Papua New Guinea COVID-19 socio-economic impact and other assessments to academics and policy makers, development agencies and non-government organisations, including across the Pacific

through webinars organised by the *Pacific Women* Support Unit. UN Women continues to advocate for women's representation on high-level decision-making committees.

The project **provided emergency hygiene supplies to four markets**: Alotau, Kimbe, Wabag and Wewak. This included liquid hand wash, cleaning detergent, gloves and masks for vendors. Information sessions raised awareness on COVID-19 symptoms and preventive measures with approximately 1,000 market vendors and customers.

The project mobilised and trained 10 of its *Sanap Wantaim* (stand together) youth advocates (seven young women and three young men) to conduct **COVID-19 awareness through Radio Wewak and awareness in the market reaching an estimated 2,000 people**. The project distributed COVID-19 posters and information in markets and in Wewak town that raised awareness about preventing gender-based violence and where to seek help for violence.

The project's work in Wewak was laying the foundations for improved market operations with increased opportunities for and communication with market vendors. Since 2019, the project has conducted a **series of capacity building workshops and gender sensitisation activities with local market management authorities**. In early 2020, this included training on the role of regulators in promoting and protecting the rights of workers, including market vendors. Plans for regular training on market operations and the development of a Markets Operations Plan were deferred due to the pandemic.

Subsequent to project trainings, in 2019 **Wewak market vendors (mostly women) organised themselves into an association and registered with the Investment Promotion Authority with a membership of 500 urban vendors**. The Wewak Market Vendors Association submitted a petition with concerns to local authorities about the safety and hygiene of the markets and treatment of vendors. Members reported that as a formalised association they feel more confident that the local authorities may listen to their issues and concerns.

In 2019, the project supported the establishment of an **Interim Committee of Partners in Wewak to coordinate family and sexual violence services**. Members of the committee include law and order personnel, health, churches, NGOs and other development partners. This committee, along with 26 volunteers (14 young women and 12 young men) trained by the *Sanap Wantaim* youth advocates, **organised the first large rally on Ending Violence Against Women and Girls in Wewak during the 20 Days of Human Rights Activism in November 2019**.

During 2019, the project conducted a **capacity needs assessment for duty bearers directly involved in Alotau's market management**. The project provided **gender and human rights training for 18 Alotau market duty bearers** (11 women and seven men) **and 20 market vendors** (10 women and 10 men). The project hosted an information session for 22 vendors (12 women and 10 men) to increase their knowledge and understanding of their rights as users of public facilities and their rights to information and policies that guide the management of these facilities. The training increased participants' capacity to voice their concerns with market management on issues relating to non-regulated fees.

The *Sanap Wantaim* behaviour change campaign was introduced in Alotau in 2019. The **first End Violence Against Women and Girls campaign was held in Alotau in November 2019** supported by Milne Bay Provincial FSVAC, Alotau Urban Youth Desk and UN Women. The day included drama and skits depicting various themes on children's rights, human rights, ending violence against women and girls and HIV/AIDs.

The project contributes to the *Pacific Women* in Papua New Guinea's long-term outcomes of women having increased economic opportunities and using them; women exercising increased decision-making power in relation to their income and assets; and women having increased access to safe working conditions. Additionally, the project contributes to family and community tolerance for violence against women being reduced.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan all three pillars: health security, stability and economic recovery. The project supports the awareness of women market vendors and customers on: COVID-19; the development of safe market operations guidelines; and inclusive and sustainable market operations and advocacy to promote women's representation and interests. The project integrates human rights awareness and protection and services for survivors of family and sexual violence.

Contribution to Medium Term Development Plan III and other Government Policy

The Safe and Prosperous Districts project contributed to achieving Goal 1.7 of the Medium Term Development Plan III for women's economic empowerment. It contributed to strategy 1.7.16 to increase women's access to economic opportunities. The project worked with market vendors, the majority of whom are women, to promote their collective interests with market managers to create safe markets in which to pursue their livelihoods. Through its *Sanap Wantaim* behaviour change campaign, the project worked with government duty bearers, market vendors and the public to promote safe and inclusive market environments and public spaces.

Plans for January–June 2021

The project ended in December 2020. It has been incorporated into and will continue through the expanded Market Economic Recovery and Inclusion Program. Priorities for Wewak include: training market managers on the market operations manuals; strengthening the capacity of the Wewak Market Vendor Association; and forming an inclusive market management committee.

Lessons learned

UN Women's rapid assessments revealed that the closure of markets and public transport and movement restrictions in response to the COVID-19 pandemic resulted in reductions of over 82 per cent in the household income levels for informal economy workers, most of whom are women. Market vendors reported over 51 per cent reduction in daily market earnings. The socio-economic impact assessment found that prices for food and services increased by 1.6 per cent and were linked to a drop in the supply of agricultural produce.

Markets are a useful entry point to build women's capacity in leadership as well as to enhance their economic opportunities and income autonomy. The project provided an excellent foundation to scale up gender-sensitive economic recovery efforts as part of the Australian Government's Papua New Guinea COVID-19 Development Response Plan.

Markets are contested spaces with different political dynamics. Some market managers are not keen for increased transparency or voice from market vendors. Experience from the Safe City project and in 2019 from the Safe and Prosperous Districts project indicates it may take several years of investment and support before local governments will adopt and fully integrate inclusive and accountable market management processes and systems into their ways of working. The integration of these ideas into the guidelines and manuals for operating markets safely may facilitate their adoption.

10.6 *Kirapim Kaikai na Maket* (completed September 2020)

Project Partner:	Community Development Workers Association Inc.
Total Funding:	\$58,686
Funding Timeframe:	Phase 1: September 2016–December 2018 Phase 2: May 2019–September 2020
Funding Source:	\$36,502 (<i>Pacific Women Papua New Guinea Phase 1</i>) \$22,184 (<i>Pacific Women Papua New Guinea Phase 2</i>)

Overview

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

In Phase 1, the project supported the Tsak Rural Women’s Empowerment Foundation, a local women’s group, to set itself up as a self-sustaining income generating group. During Phase 2, the project was expanded to work with the Bena Goroka Women in Agriculture group in Eastern Highlands Province.

In both locations, the project provided training to improve members’ skills in the production of resilient cash crops, leadership, management and basic business and accounting. The project uses an action learning cycle to support members to plan for crop yields, practice new gardening techniques and reflect on gardening outcomes to improve gardening.

The project ended earlier than planned in 2020 due to logistical challenges of accessing the Tsak Valley sites, compounded by travel and other restrictions as a result of the COVID-19 pandemic. The project closed out activities in all locations in September 2020.

Aims and objectives

The project supported women farmers in targeted locations within Enga and Eastern Highlands Provinces to increase production resilience by reliably producing surpluses to market through a network of women’s associations. This would increase their access to income.

The project had two key objectives:

- Improve the current food and cash crop production practices of women.
- Improve the leadership and management skills of the relevant women’s associations.

Cumulative outcomes to date

The project made progress toward achieving its objectives with success in improving individual women farmers’ crop production practices, allowing them to earn income from surplus sales.

Approximately 100 women participated in six project trainings that covered topics including: soil water management; soil fertility practices; and the benefits of animal manure and plant compost for pest and disease management in the Tsak Valley.

By the end of Phase 1 in December 2018, participants in the training reported **improved crop production practices**. These included: use of organic pesticides as a cheap and effective method for insect pest reduction; diversified food and cash crops; use of climate resilient crop seeds supplied by the National Agriculture Research Institute; and planting more high value crops to raise income for ward groups, as well as for personal consumption. These practices mitigate the consequences of climate change on food security in these rural communities.

The project trained 24 women from the Bena Goroka Women in Agriculture from area of Safanaka in Eastern Highlands Province in drought adaptation and crop rotation took place in 2020. Ten Safanaka women have been trained in new techniques of food preservation on cassava flour, corn flour and drying seedling in containers for future use.

Supported by the project, members mobilised funds and registered the Tsak Rural Women's Empowerment Foundation with the Investment Promotion Authority in October 2016. The Foundation has a group bank account and 24 women members attended **bookkeeping training to assist Foundation members to plan, save and build their resource centre**. For the first time, the Foundation is keeping records of its meetings and accounts and members report improvements in their budgeting.

Participants from Tsak Valley identified literacy as a key barrier to progress. In Phase 2, the project increased attention on literacy training with 10 people from five council wards training to be literacy trainers in their communities.

Five literate members (three women and two men) learned how to prepare business plans. The project supported a key Foundation member to prepare a business plan to apply for a loan on behalf of the group.

The project provided leadership and management training to 261 Foundation members (259 women and two men). In addition, the project trained 31 members (27 women and four men) in conflict resolution. Members reported **increased confidence to take on leadership roles and improved skills in conflict resolution**. Members have used some of these skills to help solve conflict within families, women's groups and within their communities. **Male family members and others in the community have reported having more respect for women members** who have stepped up to resolve conflict on sensitive matters.

In Safanaka, the team conducted family management and leadership training for 19 participants (15 women and four men) and gender-based conflict resolution training for 18 participants (15 women and three men). The trainings explored ways of working together as a family unit, choosing cash crops, family budgeting and strategic planning, as well as managing expenditures. Through the trainings, participants reflected on the 'helper' role of women in families and communities and started to question women's lack of power to make decisions. Women participants interviewed one year after the training, reported that the training had resulted in a more equitable division of domestic labour, shared decision making and more respectful relationships both in their household and in their extended families.

In June 2020, the Community Development Workers Association Inc. and Safanaka women involved in the project were interviewed and filmed as part of a documentary highlighting sustainable farming practices and how climate information is used in farm decision making. The documentary is part of the

'I have seven children, including grandchildren. My husband manages the coffee plots. I manage the garden. Neither of us worry or complain about what one gets from the sales.

After Gender Equity training, we share and decide together on money, pigs, marriage, compensations and children. He buys store food for the house from his coffee sales while I do the same, but the balances are kept by ourselves.

My grown-up married children used to quarrel. After talking to them about violence, they stopped and lived a peaceful life.'

Joyce
Sama Village, Safanaka (June 2020)

Climate Smart Agriculture Opportunities for Enhanced Food Production in Papua New Guinea project and is expected to be released release in 2021.¹⁹⁵

The project contributed to the *Pacific Women* in Papua New Guinea long-term outcome of women having increased economic opportunities and using them.

The project was aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan economic recovery pillar by supporting women farmers to increase food production and strengthen linkages between farmers and markets.

Contribution to Medium Term Development Plan III and other Government Policy

The *Kirapim Kaikai na Maket* project contributed to achieving Goal 1.7 of the Medium Term Development Plan III for women's economic empowerment. It contributed to strategy 1.7.16 to increase women's access to economic opportunities. The project supported women to increase and diversify crop production to be able to sell surplus produce.

Lessons learned

The time required to teach women farmers new concepts and the use of technology or tools with which they are unfamiliar when conducting trials was more than anticipated. While practical demonstration proved an effective teaching technique in low literacy contexts, building familiarity and confidence requires more frequent project team visits than had been allocated for in this project.

Low literacy remains the major barrier to women's participation in and benefiting from project interventions. Not only does the lack of literacy and numeracy skills affect farmers' ability to record earnings from vegetable sales, it results in lower levels of confidence. It also increases the need for more frequent project team visits over longer periods of time.

The remote locations of individual gardens required more time to monitor remote gardens.

11 Outcome 3 – Violence Prevention and Response

11.1 Responding to Gender-Based and Sorcery-Related Violence in the Highlands

Project Partner:	Oxfam International Papua New Guinea
Total Funding:	\$6,159,919
Funding Timeframe:	Phase 1: May 2014–December 2015 Phase 2: December 2015–September 2021
Funding Sources:	\$446,000 (<i>Pacific Women</i> Papua New Guinea Phase 1) \$3,681,622 (<i>Pacific Women</i> Papua New Guinea Phase 2) \$146,170 (World Bank Sexual Violence Research Initiative 2019) \$1,340,207 (Australian NGO Cooperation Program FY2017) \$545,920 (Oxfam Australia and New Zealand and other sources FY2017)

Overview

The Responding to Gender-Based and Sorcery-Related Violence project sits within Oxfam's Gender Justice program in Papua New Guinea. The project started in the Highlands region to respond to sorcery accusation-related and gender-based violence, by providing repatriation and reintegration

¹⁹⁵ The Climate Smart Agriculture Opportunities for Enhanced Food Production in PNG project is funded by ACIAR and led by the Climate Change Institute, Australian National University in partnership with the Papua New Guinea National Agricultural Research Institute.

support and crisis services to survivors. The first phase demonstrated that repatriation and reintegration was a viable pathway out of violence. The approach has been expanded nationally.

Pacific Women funds repatriation and reintegration support and the activities of the following local partners: KUSWA based in Goroka in Eastern Highlands Province; the Highlands Women Human Rights Defenders Movement, based in Simbu Province with member organisations across the Highlands region; and Family for Change, based in Wewak, East Sepik Province.¹⁹⁶ Oxfam's Gender Justice program works with other partners through Australian NGO Cooperation Program funding. The Gender Justice program is structured around three interlinked and interdependent pillars: primary prevention; crisis support services; and advocacy and influence.

Aims and objectives

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

Specifically, the project's objectives are:

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

Cumulative outcomes to date

The project is making significant progress toward its objectives. An evaluation of the Gender Justice Program in 2019 found evidence of **positive changes in attitudes and behaviours related to violence against women and girls leading to a reduction in violence and reduced acceptance of violence within target communities**.¹⁹⁷ Shifts in restrictive gender norms are evidenced in the increase in men performing household duties previously thought of as women's responsibility.¹⁹⁸ Men are also reported as being more supportive of their wives participating in public life, including in leadership roles and economic activities and sharing decision making within households.

The evaluation found that high levels of community participation in prevention activities have increased understanding of key gender and violence prevention messages. The *Inap Nau* (enough now) campaign engages children and particularly young women and men through sports, arts and other creative activities to promote and non-violent conflict resolution. In Goroka, young women and men have become advocates with their peers. One change is that communities are less accepting of violence in public places. There are now many incidences, where men stand up against other men who are hitting their wives in public or at home. Four youth have become community peace mediators, solving issues in the Banana Block community. One of these youth leaders was identified by his community to become a community police officer, formalising this role of maintaining peace and order and referring matters to the police.

The **Community Healing and Rebuilding program** involves small groups of up to 30 members in age and gender cohorts. In weekly sessions, the program supports group members to safely explore

¹⁹⁶ The team leader for the Highlands Women's Human Rights Development Movement is based in Simbu Province. Current active organisation and individual members of the organisation are located in Eastern Highlands, Enga, Jiwaka, Simbu and Western Highlands Provinces. In previous years, the project has also partnered with Kup Women for Peace (Simbu Province).

¹⁹⁷ Alison Barclay (July 2020). Oxfam in PNG Gender Justice Program Learning Paper. Information on accessing the report is included in Annex 6.

¹⁹⁸ Barclay (2020), above note 197, p.39.

unresolved trauma to break the intergenerational cycles of violence.¹⁹⁹ This program has helped participants become more emotionally self-aware: to think before reacting. Participants and their families report reduced incidences of violence and more positive family interaction, including making decisions together. In Turubu community in East Sepik Province, men are now sharing household chores and looking after children. In Henganofi District in Eastern Highlands Province, members have organised community mediations and reconciled long standing conflicts.

Partners and communities report more women participating in public spaces and decision making; and more women are reporting violence and accessing services. They attribute these changes to increasing awareness of women's rights, increased confidence and agency through participation in project activities.

Partners use the **Communicating the Law Toolkit** in their prevention activities to raise awareness of human rights and the laws and policies relating to family and sexual violence, child protection and sorcery accusation-related violence.²⁰⁰ The evaluation found **community leaders are supportive and engaged in partner violence prevention and response activities.** Community leaders are leading elimination of violence against women and girls activities, mobilising their communities to participate in initiatives and further raising awareness of human rights and the law and penalties.

In 2020, partners have integrated COVID-19 awareness and prevention messages into their human rights and violence prevention awareness. They are increasing awareness of the different impacts for women and girls of the pandemic and responses to it, as well as helping communities to prevent transmission and mitigate risks of violence in response to community transmission.

Since July 2014, partners have provided crisis support services (repatriation and relocation, counselling, paralegal support, mediation and safe house accommodation) for 3,835 people (2,719 women and girls and 1,116 men and boys). This includes 125 clients (71 women and girls and 54 men and boys) during July–December 2020. Of these, 53 women sought help from family and sexual violence; and KUSWA and Oxfam helped 45 clients (21 women and 24 men) for sorcery accusation-related violence. There was a 20 per cent increase in people seeking assistance compared with the previous six months. The increase was attributed to the increasing awareness and confidence of women to seek help and the reduced access to services during the state of emergency in early 2020.

The evaluation found the project has **improved the quality of crisis support services provided to survivors, including strengthening the relationships between service providers within the referral pathway.** The evaluation found that the women and girls who accessed support services, particularly the paralegal services, considered them of high quality and experienced a positive change in their lives as a result.

Since July 2014, the project has supported 648 survivors of sorcery accusation-related violence and extreme family and sexual violence (262 women, 106 girls, 179 men and 101 boys) to start new lives and, in some cases, to reintegrate into their communities with confidence in their security. The project provides survivors with small amounts of welfare support and income generating activity funds to buy, for example, seedlings or tools for gardening or stock to be resold. Since July 2020, the project repatriated and supported four clients.

The project has supported family and sexual violence service providers in Enga Province to strengthen their coordination and provincial referral pathways.²⁰¹ Clients from Enga Province are

¹⁹⁹ A. Barclay, K. Doyle and M. Russell (2017). *Community Healing and Rebuilding Program, Oxfam's Strategy for Prevention of Family and Community Violence in Papua New Guinea*, Oxfam International in Papua New Guinea. Available at: <https://pacificwomen.org/resources/community-healing-rebuilding-program-oxfams-strategy-prevention-family-community-violence-papua-new-guinea/>.

²⁰⁰ The Communicating the Law Toolkit was developed in partnership with Queensland University of Technology, local Highlands-based partners and the Department of Justice and Attorney General in 2018. For more information on the toolkit and resources developed through the Communication Strategies for Social Change project, see Activity Summary 12.1.

²⁰¹ In 2019, KUSWA, with strong support from the Enga Provincial Administrator, provincial and district police commanders and community leaders, successfully reintegrate two survivors of sorcery accusation-related violence back into their communities.

no longer seeking help from Eastern Highlands Province-based service providers. During July–December 2020, Oxfam focused on similarly strengthening the referral support network and availability of resources within Simbu Province to better serve sorcery accusation-related violence clients locally to avoid the need to travel to Eastern Highlands Province for help.

Partners have successfully mobilised support from local Members of Parliament and other donors for activities to reduce violence against women. The Member for Henganofi donated a vehicle to KUSWA and the provincial police to support sorcery accusation-related violence and tribal fight responsiveness and included funding for KUSWA in the 2020 district budget. The Member for Obura Wonenara District in Eastern Highlands Province also committed funds within the 2020 district budget to work with KUSWA to address sorcery accusation-related violence. These two Members of Parliament have co-funded four peace mediations by KUSWA since July 2019. In 2020, in response to the COVID-19 pandemic, two partners were recognised by other donors and provincial health authorities and funded to deliver gender-sensitive COVID-19 community prevention awareness.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of family and community tolerance for violence against women being reduced; quality services that support survivors of family and sexual violence being adequately available and accessible across priority provinces; the national response to violence against women and children being strengthened; and enhanced knowledge and evidence informing policy and practice.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar by supporting protection and support services for survivors of family and sexual violence.

Contribution to Medium Term Development Plan III and other Government Policy

The Gender-Based and Sorcery-Related Violence project contributes to achieving Goals 3.3 and 5.2 of the Medium Term Development Plan III. The project contributes to strategy 3.3.12 to support youths in civic engagement and other school, community and society-based enrichment activities by engaging young people to adopt non-violent conflict resolution and support women and girls to achieve their full potential. The project contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development with a focus on referral pathways and support services for survivors of gender-based and sorcery accusation-related violence and child protection.

The project contributes to Strategy 2 (Research), Strategy 3 (Services) and Strategy 4 (Prevention) of the National Gender Based Violence Strategy (2016–2025). It contributes to improving collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts, for example by publishing client and services data collected by partners between 2013–2016.^{202 203} The project contributes to quality and effective services to prevent gender-based violence and support survivors of gender-based violence by providing counselling, case management, paralegal support and strengthening district referral pathways. The project contributes to improving prevention and advocacy interventions for reducing gender-based violence through its trauma-informed prevention and community healing program and *Inap Nau* campaign work targeting youth.

The project contributes to the Sorcery and Witchcraft Accusation Related Violence National Action Plan. Partners provide repatriation and support services for survivors. Partners are developing and delivering advocacy and awareness materials to counter sorcery accusation-related violence and

Following this incident, the Provincial Administrator committed to establishing crisis support services in the province. KUSWA and Voice for Change (a human rights-based organisation based in Jiwaka Province) provide technical support.

²⁰² Verena Thomas, Jackie Kauli and Patrick Rawstone (2017). *Understanding gender-based and sorcery related violence in Papua New Guinea an analysis of data collected from Oxfam partners 2013–2016*. Available at: <https://pacificwomen.org/research/gender-based-sorcery-related-violence-papua-new-guinea-analysis-data-collected-oxfam-partners-2013-2016/>.

²⁰³ Research is also underway into sorcery accusation-related violence and community response mechanisms for child abuse, funded in part through the Research Training Program. For more information, see Activity Summary 12.3. These research projects contribute to the National Research Agenda, Focus Area 1.11 (Youth and Gender).

informing communities and service providers about the relevant laws, who has responsibility and authority to act and how they can be contacted and mobilised.

Partners are implementing the National Policy on Disability (2015–2025). They include child protection and disability inclusion sessions in community prevention sessions and training for staff and volunteers. Community members are engaged in both bringing people with disabilities to sessions and in data collection.

Plans for January–June 2021

The project is adapting the activities away from larger group events to smaller and home-based visits. The project team will continue work with Simbu Province service providers to increase the accessibility of local support services for survivors of violence. The project will increase its focus this year on developing influencing strategies for the project and partners.

Lessons learned

Partners have observed that when couples or multiple family members participate together in prevention activities, positive changes in men's behaviour and woman's participation in the public sphere or within the couple or family are more likely and happen quicker than when only one member of a family participates in activities.

Engaging youth through creative activities has resulted in increased confidence and learning of leadership skills which has been supportive of them working collaboratively with others on gender, youths and other issues. Given knowledge and opportunities to learn and exercise new skills, many youth have demonstrated they can be effective and influential peer advocates. The formation of youth groups has helped overcome resource limitations of individual youth champions.

The project has observed the importance of men advocating and influencing other men's behaviour, particularly on issues of violence against women.

Main barriers

While local partners' success in obtaining funding from multiple sources is evidence of their increased visibility and effectiveness, this has stretched their existing human resource capacity, leading to delayed reporting and acquittals. Travel restrictions resulting from the COVID-19 pandemic have limited the support the Oxfam team is able to provide to partners outside Goroka.

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

Project Partner:	Femili PNG Inc.
Total Funding:	\$10,719,176
Funding Timeframe:	Phase 1: June 2014–June 2017 Phase 2: July 2017–June 2022
Funding Sources:	\$3,096,186 (<i>Pacific Women Papua New Guinea Phase 1</i>) \$5,496,000 (<i>Pacific Women Papua New Guinea Phase 2</i>) \$2,126,990 (cash and in-kind contribution from other sources)

Overview

Femili PNG is a local non-government organisation established in 2013 to operate the Family and Sexual Violence Case Management Centre in Lae, Morobe Province. Femili PNG was initially under the auspices of Oxfam in Papua New Guinea. *Pacific Women* has directly funded Femili PNG since mid-2017. Femili PNG provides the following services in collaboration with partners:

- Integrated case management services to survivors of family and sexual violence to help them access counselling, support and other interventions for protection and justice.

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

In 2018, Femili PNG, partnered with Oil Search Foundation to expand to Port Moresby to manage a new case management centre and safe house opened through the *Bel isi* PNG project.²⁰⁴

In 2020, His Excellency John Ma’o Kali, Australian High Commissioner to Papua New Guinea became Femili PNG’s inaugural patron. Mr Kali has been a longstanding champion for gender equity and inclusion in Papua New Guinea, lending strong support to Femili PNG’s calls to end gender-based violence.

Aims and objectives

Femili PNG has four strategic objectives:

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

Cumulative outcomes to date

A 2020 evaluation of its first six years of operation found that Femili PNG has made significant progress toward achieving its objectives.²⁰⁵ Femili PNG’s case management is often cited as ‘best practice’ in Papua New Guinea. The evaluation of Australia’s assistance to end violence against women and girls highlighted its integrated case management procedures, strong partnerships and coordination of resources for survivors of sexual violence as among its strengths.²⁰⁶

Since taking its first client on 25 July 2014 to the end of 2020, Femili PNG has provided case management services to 3,027 new clients. The vast majority of clients are adult women (81 per cent), followed by girls (12 per cent), boys (four per cent) and men (three per cent). The majority of clients are seeking help from intimate partner violence (81 per cent), child abuse (14 per cent) and sexual abuse (four per cent). A small percentage of clients (one per cent) seek assistance for sorcery accusation-related violence. The majority of male clients (51 per cent) seek help in response to child abuse, intimate partner violence (36 per cent) and sorcery accusation-related violence (three per cent). Femili PNG has provided emergency repatriation or relocation services for 161 clients (84 women, 50 girls, one man and 26 boys), and at least 97 dependents and seven adult guardians.

During July–December 2020, Femili PNG served 271 new case management clients (219 women, 22 girls, 16 men and 14 boys). Case managers reopened an increasing number of cases for returning clients (31). **Following Femili PNG’s deliberate actions to make services known and more accessible, the number of clients identifying as having a disability continues to increase.** During July–December 2020, 10 per cent of new clients (22 women, three girls and two men) had a disability.

²⁰⁴ The *Bel isi* PNG initiative is reported on separately. For more information, see Activity Summary 11.8. This Activity Summary reports on Femili PNG’s Lae Case Management Centre.

²⁰⁵ Judy Putt (2021), above note 148.

²⁰⁶ Office of Development Effectiveness (2019), above note 4, p.50.

The 2020 evaluation found that the increasing number of clients over time has been driven by clients seeking assistance from intimate partner violence. **During July–December 2020, 85 per cent of clients referred for intimate partner violence. This period saw a substantial increase in the average number of cases per month – with the highest numbers ever experienced in July 2020.**²⁰⁷ ²⁰⁸ Case managers attribute the increase to stressors associated with the state of emergency measures in response to the COVID-19 pandemic; and client concerns (and those of their family) that they not become ‘the next victim after the high profile death of a young woman violently murdered allegedly by her partner in Port Moresby in June 2020.

The 2020 evaluation concluded that Femili PNG clients experience some measure of improved safety.²⁰⁹ This is based on the number of clients that report abuse and violence after they have become clients of Femili PNG; and the higher rate of Femili PNG clients that obtain interim protection orders and are successful in having them converted to longer-term protection orders, implying additional levels of protection.²¹⁰ **Almost all clients (99 per cent) were satisfied with the services provided by Femili PNG. Clients highly value Femili PNG’s emergency, short-term and practical assistance** including the focus on being client-directed and willingness to assist and counsel over an extended period of time. Ninety per cent of clients were also satisfied with the services from other partners. The most often cited improvement required was the need to reduce the delays in receiving services.²¹¹

Referral patterns indicate Femili PNG has developed strong partnerships with other service providers and increased the awareness of the services it offers. Referrals come from a range of sources and have stabilised over the last few years with the highest number of new clients being walk-ins (or self-referrals) followed by referrals from police and health centres.

The 2020 evaluation found that stakeholders attribute the work and resources of Femili PNG to improvements in access to justice and in criminal justice outcomes.²¹² Other positive effects of Femili PNG identified by stakeholders include: improved capability; freeing up services to focus on other priorities; better informed and skilled workers; achieving outcomes that would not have been possible otherwise (such as repatriation); and improved referrals and coordination.

Femili PNG provides resources and support to family and sexual violence service partners primarily in Lae. **In 2020, Femili PNG provided additional resources to partners to ensure safe service delivery in the COVID-19 pandemic context.** This included personal protective equipment, information posters, prevention and awareness education sessions and a contribution for the construction of a new safe house. Femili PNG successfully secured increased personal and private sector donations for this purpose and in July 2020, secured PGK275,000 funding from UNDP for COVID-19 prevention awareness and response support.

Since July 2018, Femili PNG’s community awareness, outreach and advocacy services reached 70,160 people (39,321 women and girls including 469 with disabilities and 30,839 men and boys, including 577 with disabilities). Sessions are provided in schools, churches and with community leaders as well as with business houses. Topics include: types of family and sexual violence; child abuse; laws relating to family and sexual violence; consequences of domestic violence; and available services for survivors. Femili PNG has developed standardised messages for outreach officers, for children and for radio on each of these topics.

²⁰⁷ During July–December 2020, the average number of cases per month was 50. It had previously averaged 44–46 cases per month and substantially exceeds the target of 38 clients per month.

²⁰⁸ In July 2020, case managers assisted 74 new clients and five returning clients.

²⁰⁹ Putt (2021), above note 148, p.10.

²¹⁰ Judy Putt and Lindy Kanan (2021). *Family Protection Orders in Papua New Guinea*, Department of Pacific Affairs, Australian National University. Online reference is included in Annex 6.

²¹¹ Analysis of surveys from 182 clients (eight per cent of clients) is available in: Femili PNG (2020). *Client Satisfaction Survey Lae 2016-2020*. Femili PNG. Online reference is included in Annex 6.

²¹² Putt (2021), above note 148, p.10.

Femili PNG has a **strong data collection culture and engages with researchers** to enhance knowledge of the needs of survivors and consequences of family and sexual violence. In 2018, Femili PNG and the Australian National University **examined the use and impact of family protection orders between 2014–2018 in Lae for Femili PNG clients.**²¹³ This was the first assessment of family protection orders since the *Family Protection Act 2013* took effect. The research found that there had been an increase in the number of protection orders granted and a decline in the time it took to obtain one. However, the study also found that only 67 per cent of Femili PNG clients who wanted an interim protection order were issued one and only 39 per cent were converted to longer-term protection orders. Femili PNG, with local partners, are using this knowledge to improve the quality of crisis services and to advocate for improved investment in government services. This research was expanded in 2019 through the Family Protection Order Research Project.²¹⁴

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of quality services that support survivors of family and sexual violence being adequately available and accessible across priority provinces; family and community tolerance of violence against women and girls being reduced; and enhanced knowledge and evidence informing policy and practice.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan's stability pillars. It is working closely with Morobe provincial family and sexual violence service providers to ensure services remain accessible. The project is promoting stability and social cohesion while transforming gender norms to reduce violence against women.

Contribution to Medium Term Development Plan III and other Government Policy

Femili PNG contributes to achieving Goal 5.2 of the Medium Term Development Plan III for an integrated approach for service delivery in districts. It contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development. Femili PNG provides case management services to survivors of gender-based and sorcery accusation-related violence and child abuse, working closely with other services providers and strengthening referral pathways to benefit clients.

Femili PNG contributes to Strategy 2 (Research) and Strategy 3 (Services) of the National Gender Based Violence Strategy (2016–2025). It contributes to improved collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts, for example by sharing client data with provincial stakeholders and published research on family protection orders. Femili PNG contributes to quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence serving over 450 new clients each year at the Lae Case Management Centre and training and outreach to increase awareness of relevant laws and available services.

Femili PNG contributes to the Sorcery and Witchcraft Accusation Related Violence National Action Plan by improving repatriation and support services for survivors and delivering awareness to communities and service providers about the relevant laws, who has responsibility and authority to act, and how they can be contacted and mobilised.

Femili PNG's Disability Inclusion Policy (2017) aligns with the National Policy on Disability (2015–2025). The organisation works closely with disabled people's organisations in Morobe Province to ensure that people with disability affected by family and sexual violence are aware of and can access Femili PNG's services. Femili PNG staff meet clients at safe, alternative venues if they are unable to access the Case Management Centre.

²¹³ Judy Putt, Theresa Phillips, Davida Thomas and Lindy Kanan (2019). *Family Protection Orders a Key Response to Domestic and Family Violence: A Pilot Study in Lae, Papua New Guinea*. Available at: http://dpa.bellschool.anu.edu.au/sites/default/files/news/related-documents/2019-02/dpa_fpo_pilot_study_report_2019_14_feb_revision.pdf.

²¹⁴ For more information on the Family Protection Order Research project, see Activity Summary 12.5.

Plans for January–June 2021

Femili PNG successfully secured additional funding through the Spotlight Initiative. With this funding, Femili PNG will trial opening an outpost in Goroka in Eastern Highlands Province. The outpost will have two caseworkers. The outpost will provide case management services to survivors, assist in building the case management capacity of partners and core service providers in Goroka and expand outreach and training in Goroka to assist partners. It will also conduct client family tracing, family assessment and assist by repatriating clients to the Highlands.

Lessons learned

Femili PNG's investment in strengthening partnerships with and between service providers at the provincial level has been critical to maintaining support to survivors of family and sexual violence in challenging times, such as during the COVID-19 pandemic. Partner support, regular communication and meetings of core service providers assists with sharing an understanding of the importance of keeping the details of cases confidential and supporting survivors when there are delays in police intervention, particularly in cases of child sexual abuse and sorcery accusation-related violence.

Investment in effective violence prevention initiatives is needed. Femili PNG is expanding its violence sensitisation and training outreach to try to reduce violence against women and children.

Main barriers

A significant constraint is the chronic under-resourcing of government service providers to carry out their duties and provide timely services and support for survivors of family and sexual violence. Femili PNG assists where possible and advocates with stakeholders for government allocation of resources. Government resources are expected to be further constrained due to the COVID-19 pandemic, while the demand for services due to the COVID-19 pandemic and responses are expected to increase.

11.3 Safe Public Transport for Women, Girls and Children

Project Partner:	UN Women with Ginigoada Foundation
Total Funding:	\$3,759,290
Funding Timeframe:	Phase 1: February 2015–June 2019 (Port Moresby) Phase 2: November 2018–June 2021 (Lae)
Funding Sources:	\$3,000,000 (<i>Pacific Women Papua New Guinea Phase 1</i>) \$324,290 (<i>Pacific Women Papua New Guinea Phase 2</i>) \$435,000 (UN Women Australian National Committee Phase 1)

Overview

Public transport is an important part of daily life for women and girls in Port Moresby. A 2014 scoping study found that 98 per cent of women and men surveyed used public transport to go to markets, or for women under the age of 19, to school. Yet 97 per cent of women and girls reported feeling unsafe at bus stops and 77 per cent of women had experienced some form of violence on a bus or while waiting at a bus station. A 2019 baseline study in Lae found 60 per cent of women and 42 per cent of men felt a high or very high degree of danger when walking, waiting or travelling on public transport.

From 2015–June 2019 UN Women partnered with Ginigoada Foundation to operate a bus service in Port Moresby for women and children only. Since November 2018, UN Women has supported Ginigoada Foundation to expand these *Meri Buses* to Lae.²¹⁵

In Port Moresby, UN Women worked with the National Capital District Commission, the Road Traffic Authority and the Department of Transport to improve safety in public spaces. UN Women also worked with the Public Motor Vehicle (PMV) Association to promote safe public transport for women

²¹⁵ For information the *Meri Buses* project, see Activity Summary 10.4.

and girls through the PMV network. The Safe Public Transport project is related to the Safe City project and the two projects learn and leverage from each other.²¹⁶ A combined evaluation of the Safe City and Safe Public Transport projects was published in June 2019.²¹⁷

In Lae, UN Women works with the Lae City Authority, Lae Metropolitan (Police) Command, Police Road Safety Unit and Soroptimist International to advocate and make changes to improve safety for women and girls in public spaces. UN Women is also working the Road Traffic Authority in Lae, the Morobe Land Transport Board and Lae Police to promote safe public transport for women and girls.

In response to the COVID-19 pandemic, UN Women re-programmed project activities to support the Morobe provincial response to the pandemic, focusing on making public transport safe from COVID-19. The project developed COVID-19 awareness activities, training, communication materials and policy discussions and raised the visibility of pre-existing safety risks for women.

UN Women will continue support to the Lae City Authority and partners to develop gender sensitive plans and strategies to improve safety for women and girls through the United for Equality project beginning in July 2021.²¹⁸

Aims and objectives

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

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

Cumulative outcomes to date

The project made significant progress toward each of its objectives in Port Moresby by June 2019. The project has made progress toward its objectives relating to advocacy of women's and girls' public safety concerns and in having infrastructure improvements in Lae.

The evaluation of the Safe Public Transport project in Port Moresby, published in 2019, found overwhelming evidence that **the Meri Seif bus (women-only, free-to-ride) and Meri bus (women-only, fare-to-ride) services improved women's and girls' safety while on the buses.**

A baseline study for Lae to inform the expansion of the *Meri Seif* buses was undertaken in 2019. It found 85 per cent of women would prefer women-only buses due to safety concerns on ordinary PMVs. Since the buses began operating in Port Moresby in August 2015 into December 2020, women and girls had taken 782,803 trips. The *Meri Seif* buses were launched in Lae in May 2019 and up until the COVID-19 pandemic restrictions temporarily ceased operations in March 2020, women and girls had taken 43,830 trips. An estimated 6,400 women and girls used the buses in Lae during May 2019–March 2020. It is an estimated 3,300 women and girls used the buses between July–

²¹⁶ The Safe City project was also implemented by UN Women. For information the Safe City project, see *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/>.

²¹⁷ UN Women (2019), above note 49.

²¹⁸ For more information on the United for Equality project, see Activity Summary 11.14.

December 2020 in Port Moresby.²¹⁹ Feedback from women travelling on the buses in Lae identified another benefit of the buses as a safe space for women to discuss livelihood, political and violence issues.

Bus stops have been identified in both Port Moresby and Lae as unsafe places and where opportunistic crime occurs due to poor infrastructure, lack of lighting and crowds of people. The Lae City Authority and the Lae Police Metropolitan Superintendent are **implementing recommendations to address the high rates of harassment of women and girls around bus stops and markets**. In 2020, a full-time police presence began at the main market bus stop and police regularly monitor main bus stops to prevent and quickly respond to security incidences. The city authority is installing solar lighting at main bus stops to increase safety and to reduce crime and harassment.

In Port Moresby, the Road Traffic Authority accepted the recommendations in the **Gender and Transport Study completed in 2018** and are using them to inform planning and management of public transport.²²⁰ In 2018, the Road Traffic Authority established the Public Transport Technical Committee to discuss public transport operation, management and other issues in Port Moresby. The Committee includes representatives for women and people with disabilities. In 2020, the Road Traffic Authority Board agreed to make membership in the relevant association a condition for a taxi or PMV license. This will increase coordination in the sector and amplify the voices of service providers. It builds on the project's work to build the knowledge and commitment of the PMV Association, drivers and owners to meet the mobility and safety needs of women and girls.

The project is **building the capacity and commitment of transport duty bearers to create public spaces that are safe for women and girls**. UN Women has provided technical and capacity building support to the 499 PMV Association drivers, crews and taxi drivers (14 women and 485 men) and 89 police officers (10 women and 79 men) to improve road safety and the enforcement of traffic rules. The training increased participants' understanding of issues of gender-based violence, human rights and how drivers and crews can prevent and respond to violence against women in public spaces. The project used the COVID-19 pandemic context to build support for a more coordinated transport system in Lae. The Morobe Land Transport Board supports these efforts and organised the first project steering committee meeting in July 2020 and a PMV operators meeting in October 2020.

In support of the government's response to the COVID-19 pandemic, the project **supported the Road Traffic Authority to develop its COVID-19 Emergency Response Plan** to prevent the spread of COVID-19 on public transport and to ensure continued safe operation of public transport. The plan was informed by market and public transport assessments conducted by the project in Port Moresby and Lae in April and June 2020. It includes recommended mandatory control measures and guidelines specific to women's safety and protection, including:

The integration of gender-based violence awareness into COVID-19 training for transport sector staff and operators. The project has increased the visibility of safety risks for women and girls and available support services in all project COVID-19 related activities.

Establishing a multipurpose toll free hotline for people to report non-compliance of public transport operators with state of emergency COVID-19 control measures and to report harassment of women and girls. Harassment and reports of violence will be referred to the police Family Sexual Violence Unit.

Seeking a government stimulus package to manage COVID-19 spread with new innovations to improve public transport. For instance: safer transport options for women and girls seeking gender-based violence services through efforts like the women-only bus services.

²¹⁹ The estimated number of women and children 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. For more information on the buses, see Activity Summary 10.4.

²²⁰ Heather Allen (2018). Port Moresby Safe Public Transport Programme Gender and Transport Research Services. Unpublished.

The market and public transport assessments informed the development of COVID-19 information sessions and communication materials addressing key messages of how to prevent transmission and address COVID-19 myths. **In partnership with the Morobe Provincial Health Authority, the project trained 231 women and youth leaders, school teachers and PMV operators (87 women and 144 men) on COVID-19 transmission prevention and state of emergency guidelines on public transport.** These leaders are informing their communities and networks.

Thirty-one women from government agencies, private sector, civil society, churches and community leaders **formed the Lae Safe City Women’s Network to advocate for women’s human rights concerns within the city in 2019.** The network conducted the women’s safety audit and organised to clean the main Lae market and paint the crossing to promote safety in the city. In 2019, the network petitioned the local Member for Parliament and the Lae City Authority to implement the safety audit recommendations. Improved lighting and increased police monitoring of bus stops began in 2020.

The evaluation found that the city-wide, youth-led *Sanap Wantaim* (stand together) behaviour change campaign through public awareness events and school and community-based activities, had **sensitised students, commuters, vendors and the public on ways to identify and respond to sexual harassment in public spaces.** The initiative engages men and boys to stand side by side with women and girls as allies to make public spaces safe for women and girls. The reach of the campaign is estimated to be in excess of 220,000 people. It included awareness for women on buses and in Lae markets, engagement of youth in schools and creative events, through TV appearances on EMTV’s Extra show, four TV commercials produced on anti-street harassment and social media messaging through the *Sanap Wantaim* Facebook page.

Between October–December 2020 the project undertook nation-wide consultations with youth through online surveys and four regional workshops involving 79 youths (43 young women and 36 young men) to **develop a new Sanap Wantaim strategy.** It includes a virtual platform for youth mobilisation with a 12-week gender and human rights course to become a *Sanap Wantaim* advocate. The strategy builds on the existing network of youth volunteers and organisations to build their knowledge, skills, commitment and passion as activists for gender equality and to address gender-based violence.

During 2020, 12 *Sanap Wantaim* youth advocates (four young women and eight young men) participated in refresher training. They reviewed their experiences delivering campaign key messages, built their confidence as public speakers and strengthened their planning and reporting skills. It is estimated that the **Sanap Wantaim youth-led campaigns have reached 22,600 people in Lae** through public forums such awareness sessions at bus stops and markets.

Sanap Wantaim five key messages:

- **Equality:** Men and women are equal. This is our constitutional right; this is a human right.
- **Consent:** Consent means a woman’s right over her body. When she says ‘no’ it means ‘no’ every time.
- **Harassment is wrong:** Unwelcome attention makes women and girls feel unsafe.
- **Stand Together:** Men and women, boys and girls must stand together to make a safe city.
- **A Safe City is a Great City:** When Port Moresby / Lae is safe for women and girls, it is great for everyone.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of women having increased access to safe working conditions; and family and community tolerance for violence against women being reduced.

The project is aligned with the Australian Government’s Papua New Guinea COVID-19 Development Response Plan health security and stability pillars. The project supports COVID-19 prevention awareness in partnership with the Morobe Provincial Health Authority and integrates gender sensitisation, protection and services for survivors of family and sexual violence in all activities.

Contribution to Medium Term Development Plan III and other Government Policy

The Safe Public Transport project contributes to achieving Goals 3.3 and 3.5 of the Medium Term Development Plan III. The project contributes to strategy 3.3.12 to support youths in civic engagement and other school, community and society-based enrichment activities by creating grassroots movements of young people to mobilise against violence so that women and girls can achieve their full potential. It contributes to strategy 3.5.18 to work with other stakeholders through advocacy programs promoting women's political and economic empowerment. The project works with civil society, police and the Lae City Authority to advocate for policy, infrastructure and behaviour changes to improve the safety of public transport and public spaces, especially for women and girls.

The project contributes to Strategy 2 (Research), Strategy 3 (Services) and Strategy 4 (Prevention) of the National Gender Based Violence Strategy (2016–2025). It contributes to improved collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts, by collecting and sharing evidence from activities including the women's safety audits. It contributes to improved quality and effective processes, procedures and services to prevent gender-based violence in public spaces by building the capacity of duty bearers and a committed Lae Safe City Women's Network. The project contributes to improved prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society, primarily through the *Sanap Wantaim* youth-led behaviour change campaign.

Plans for January–June 2021

UN Women will continue to provide technical assistance to the Lae City Authority on initiatives to improve the safety of public spaces. The project will construct billboards in Eriku and at main market bus stops to raise awareness on ending street harassment of women and girls and COVID-19 prevention measures on public transport. The location of billboards and solar lighting will also serve to brighten up main bus stops to increase safety of women and girls.

The project will seek partnerships with private sector companies to promote women's safety on public transport through innovative technologies. Ideas include: TV monitors on selected buses; use of mobile phone apps; women-safe taxis, the adoption and advertising of toll-free emergency numbers.

Lessons learned

Violence, sexual harassment and fear of violence constrain women's and girls' mobility. The project takes a comprehensive approach to addressing these issues. In Port Moresby, the project built an institutional environment that is more supportive of gender-sensitive public transportation approaches. The project works in a context that is commercially competitive and has weak regulation. Useful approaches included exposure to international examples of what gender-sensitive approaches in public transport look like in practice and providing evidence from operational research in policy engagements and building relationships between regulators and the PMV Association.

Main barriers

Public transport is, in practice, unregulated in Lae. PMV owners operate in isolation and efforts to form a PMV Association are only beginning. There is limited dialogue among key transport sector actors. It is difficult to influence or effect regulatory reform in limited timeframes in this context.

The COVID-19 pandemic heavily affected women who use public transport. Buses and bus stations are high risk environments for COVID-19 transmission due to crowds and confined space. For months during 2020, public transport was shut down and then restricted in numbers to reduce the COVID-19 transmission risks. Mandatory control measures include wearing facemasks inside buses and taxis and other declared public spaces and reduced numbers of passengers.

11.4 *Kommuniti Lukautim Oi Meri*

Project Partner:	FHI 360 with Western Highlands, East and West Sepik Provincial Health Authorities, Papua New Guinea Microfinance Limited/MiBank and Pacific Adventist University ²²¹
Total Funding:	\$5,400,000
Funding Timeframe:	Phase 1: April 2015–March 2018 Phase 2: April 2018–September 2021
Funding Source:	\$2,500,000 (<i>Pacific Women Papua New Guinea Phase 1</i>) \$2,900,000 (<i>Pacific Women Papua New Guinea Phase 2</i>)

Overview

The *Kommuniti Lukautim Oi Meri* (communities caring for women and girls) project is helping to reduce the levels of violence against women and girls in selected sites in East and West Sepik and Western Highlands Provinces.²²² It expands on earlier phases funded by the Australian Government. The approach is grounded in a socio-ecological model, which predicts that taking decisive actions to end violence against women at the individual, community and institutional levels will lead to positive changes in behaviours and practices in society as a whole. FHI 360 provides financial and technical assistance to improve case management and coordination of these service providers, focusing on family support centres.

In Western Highlands Province, the project is delivered through the Western Highlands Provincial Health Authority (Well Women Clinic and Tambul District Health Centre). In West Sepik Province, the project was delivered through the West Sepik Provincial Health Authority (Sandaun Province Hospital Family Support Centre and Raihu District Hospital) and Sandaun Provincial Administration (Division of Community Development). In 2019, the project expanded to East Sepik Provincial Health Authority, working through the Maprik Family Support Centre. Later in 2019, the project shifted to work in Nuku District, a rural community of West Sepik Province.

Aims and objectives

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

Specifically, the project's objectives are:

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

Cumulative outcomes to date

The project is progressing towards its aims of reducing the level of violence against women and girls in project sites. A Family Wellbeing Survey report, published in 2019, assessed changes in knowledge, attitudes and behaviours in the project's communities between 2014 and 2018.

The Family Wellbeing Survey indicated that although intimate partner violence remains high, there had been a statistically significant decrease in marital rape and physical assault within marriage reported by both women and men in Western Highlands. The incidence of marital rape experienced by women in the previous 12 months decreased from 70.5 per cent in 2014 to 47.4 per

²²¹ MiBank purchased Papua New Guinea Microfinance Limited in 2020 and agreed to continue the partnership with the project.

²²² While the official province name is West Sepik Province, it is also known as Sandaun Province.

cent in 2018. Men also reported a reduction in perpetrating marital rape in the previous year from 35.5 per cent to 27.4 per cent.

The survey assessed changes in gender norms between 2014–2018 and found that **the proportion of women and men who agreed with statements indicative of harmful gender norms had declined in both provinces.** However, most women and men still agreed that wife beating was justified in some circumstances. This finding is consistent with those of the Papua New Guinea Demographic and Health Survey 2016–2018 that found nationally 70 per cent of women and 72 per cent of men believe it is justifiable for a man to hit his wife under certain circumstances.²²³

The Family Wellbeing Survey found the project has increased the knowledge of both women and men that survivors should seek medical and police services after intimate partner violence. Seventy per cent of women in Western Highlands Province and 27.9 per cent of women in West Sepik Province reported they would first seek medical services or help from a family support centre. In the Western Highlands Province, increased knowledge was reflected in the higher numbers of clients seeking medical support for gender-based violence than in West Sepik Province.

The differences between the two provinces may, in part, account for the higher numbers of clients seeking medical support for gender-based violence in Western Highlands Province compared with the Sepik provinces.

The project has trained 40 community mobilisers (teams of local women and men) from 20 communities. **Between April 2015–December 2020 community mobilisers provided gender-based violence prevention outreach interventions and referral services reaching 209,830 people (88,366 women, 16,381 girls, 88,086 men and 15,997 boys).** Outreach is conducted through home visits, one-one-one discussions, community discussions, action group discussions and the distribution of communications materials. Outreach activities lessened during March–June 2020 when COVID-19 state of emergency restrictions were in place. The project adapted its approach, including meeting in smaller groups and increasing home visits and reached 29,344 people during July–December 2020.

The project is strengthening the referral pathways in each of its project locations to improve the quality of services provided to survivors of violence. During July–December 2020, the project supported the Western Highlands and West Sepik Provincial and Nuku District FSVAC. The project facilitated three complementary trainings for Western Highlands stakeholders on survivor advocacy, human trafficking, the *Family Protection Act* 2013 and how to process family and sexual related violence offences through the court system. The Western Highlands Province Division of the Community Development advertised for a Gender Equity and Social Inclusion Officer to support the provincial FSVAC. The project supports the use of data collection to improve case management, particularly at the family support centres in each site.

Between April 2015–December 2020, family support centres supported by the project provided gender-based violence care for 4,169 clients (3,666 women and girls and 503 men and boys). During July–December 2020, 296 clients (258 women and girls and 38 men and boys) accessed health and counselling services following an incident of gender-based violence. This period saw an increase of almost 20 per cent over the same period last year. During 2020, the proportion of clients seeking help from the family support centres reporting rape was 53 per cent (275 of 516 clients). This proportion was a slight increase from 2019, which saw a significant increase in clients reporting rape. In 2019, 74.8 per cent of clients reporting rape were girls, most often between 15–18 years.²²⁴

The project has trained 1,766 health workers, police officers, village court magistrates, teachers, provincial and district administrations and health authority staff and other influential community members (866 women and 900 men). Training focuses on gender sensitisation, gender-based violence, safe motherhood, human rights, school-based violence, disability inclusion,

²²³ National Statistical Office Papua New Guinea and ICF (2019), above note 27.

²²⁴ Age and sex disaggregation for reports of rape were not reported in 2020.

child protection and financial literacy. During July–December 2020, the project trained 32 clinicians (eight women and 24 men) from Nuku rural aid posts and the Maprik District Hospital on how to effectively deliver the five essential clinical services to survivors of violence at sub-national level in Papua New Guinea.

Beyond technical training, the project has organised 20 gender learning forums since inception, involving 776 people (340 women, 10 girls, 416 men and 10 boys). In 2020, the project delivered smaller district level gender forums in Nuku and Aitape-Lumi Districts in West Sepik Province for 75 participants (18 women and 57 men).

The project also hosted men’s discussion forums facilitated by men, for men. These forums provide an opportunity for men to discuss ideas relating to violence against women and girls, sexual reproductive health and to encourage men to respect and empower women and girls to live a life free from violence. The project has facilitated 22 men’s discussion forums since inception involving 817 people (85 women and 732 men) across all project sites. In 2020, the project hosted four men’s forum discussions. In Nuku District, discussions focused on the issue of forced and underage marriage. In Tambul and Dei Districts in Western Highlands Province, discussions focused on understanding power inequalities and control, understanding the causes, impacts and consequences of gender norms in the family and community. In Aitape-Lumi District, discussions focused on men’s roles in building respectful relationships within their family.

With support from the Division of Education, the project has established the Safe School program in 16 schools.²²⁵ The project supports girls and boys to know their rights as children and be empowered to access family and sexual abuse support services. To prepare schools for full delivery in 2021, the project provided in-service training for 71 teachers (49 women and 22 men) ahead of their delivery of the program in 2021. The project has developed a teachers’ resource guide to support the safe school program, which includes 10 months of topics to cover throughout the school year; and builds on the rights, respect, resilience curriculum adapted from the Doorways curriculum, implemented by ChildFund and Equal Playing Field. Children have also been taught their rights and how to recognise child abuse through the 12 Golden Child Safety Rule cards used in the Maprik District and Western Highlands Provincial Family Support Centres and through mobile outreach targeting children in villages. The number of children reporting sexual abuse to the Mt Hagen Family Support Centre in Western Highlands Province has increased following this outreach.

To extend increasing support for women to exercise health seeking choices, to support for women to access financial services and participate in family financial and other decision making, the project introduced a women’s economic empowerment pilot for communities in Western Highlands Province in Phase 2. The pilot included foundational training for 50 couples by the Pacific Adventist University using the games-based financial literacy and business skills trainings developed through the Family Farm Teams project.²²⁶ This was followed up with the project providing participants with connections to a financial institution to open bank accounts and apply for loans. **To date, 232 community members (195 women and 37 men) have opened bank accounts. Twenty-two women have accessed small loans** between PGK1,000 to PGK5,000, totalling K43,500. An assessment of the first round of loans found the pilot showed promise.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of quality services that support survivors of family and sexual violence being adequately available and accessible across priority provinces; family and community tolerance for violence against women being reduced; and enhanced knowledge and evidence informing policy and practice.

²²⁵ The program involves five schools in Western Highlands Province, four schools in Nuku and three schools in Aitape-Lumi, West Sepik Province and four schools in Maprik, East Sepik Province.

²²⁶ For information on the Family Farm Teams project, see *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/>.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan's health security and stability pillars. It is working closely with Provincial Health Authorities across three provinces to continue providing family and sexual violence support service access and rights for women and children during COVID-19 related restrictions while continuing to build support for women's decision making and economic empowerment. The project is promoting stability and social cohesion while transforming gender norms to reduce violence against women.

Contribution to Medium Term Development Plan III and other Government Policy

The project contributes to achieving Goal 5.2 of the Medium Term Development Plan III for an integrated approach for service delivery in districts. It contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development. The project does this through financial, technical and coordination support for service providers across project sites.

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

The project is implementing the National Policy on Disability (2015–2025) by improving the quality and inclusivity of services for survivors of family and sexual violence with disability. For example, the project worked in partnership with disabled persons organisations in Western Highlands and West Sepik Provinces to provide disability inclusive sensitisation training for stakeholders across the health, education, community development, and law enforcement sectors.

Plans for January–June 2021

To further improve the quality of and increase the access to services, the project has engaged Callan Disability Services to facilitate disability inclusive service provision in 2021 in each province.

The project will support the Safe School Program to start the 2021 academic year with student leaders and teachers leading the implementation of the program focused on children's rights and equitable and respectful relationships.

In its final months, the project is focusing on transitioning the management of community mobilisers to Provincial Health Authorities to sustain some project activities.

Lessons learned

The project recognised the need to work with men to support ending violence against women. The men's forums and male action groups established in each project site have provided environments in which men can engage in safe and supportive groups to discuss issues of violence and to rethink norms, how they use their power and to identify ways they can end violence against women and girls.

The project has also identified that women and men community mobilisers working together in the community can act as peer role models. Sharing their own experiences of changing gender roles and responsibilities in their actions as well as words is a powerful demonstration.

Main barriers

The project adapted to the COVID-19 pandemic by conducting weekly radio awareness sessions in each district and smaller district-focused forums; and by complying with social distancing requirements.

Economic hardships exacerbated by the COVID-19 pandemic have negatively affected the repayment of loans. The team is working with MiBank on strategies to support communities to repay loans.

11.5 From Gender-Based Violence to Gender Justice and Healing in Bougainville

Project Partner:	International Women’s Development Agency in partnership with the Nazareth Centre for Rehabilitation
Total Funding:	\$8,914,923
Funding Timeframe:	Phase 1: April 2015–March 2018 Phase 2: April 2018–September 2022
Funding Source:	\$1,693,366 (<i>Pacific Women</i> Papua New Guinea Phase 1) \$4,297,378 (<i>Pacific Women</i> Papua New Guinea Phase 2) \$614,380 (Australian High Commission in Papua New Guinea) \$820,000 (Nazareth Centre for Rehabilitation and community Phase 2) \$370,000 (International Women’s Development Agency Phase 2) \$1,119,799 (Nazareth Centre for Rehabilitation and International Women’s Development Agency Phase 1)

Overview

The Gender Justice and Healing project seeks transformational change in individuals and communities toward gender equitable and non-violent attitudes and behaviours. The Nazareth Centre for Rehabilitation (the Nazareth Centre) implements the project in partnership with International Women’s Development Agency (IWDA). The Nazareth Centre has local, national and international recognition for its services in a post-conflict environment, encouraging relationships founded on respect, dignity and citizen responsibility.

The Nazareth Centre promotes women’s human rights, peace and security, including through a growing network of women human rights defenders and male advocates. They are educators, activists and service providers in their communities. The project co-funds the rights-based services for women and children who have experienced violence through the Nazareth’s Centre’s four safe houses in Arawa, Buin, Buka and Chabai.²²⁷ Safe house staff provide accommodation, counselling, case management, life skills training and help to access justice, health and welfare services. The Nazareth Centre trains and mentors counsellors to increase the quality and accessibility of support services, raises community awareness and provides other training.

The project supports three Men’s Hubs in Buka, Chabai and Mabiri. The Men’s Hub teams coordinate the male advocacy program and raise community awareness. Trained counsellors work with men and perpetrators of violence. A school-based program works to change attitudes and behaviours and promote non-violence with students and teachers.

Phase 2 increased resources to the Nazareth Centre’s advocacy with Government and decision makers to increase support for and understanding of violence against women. It includes a women’s economic empowerment pilot to support women human rights defenders to become economically able to sustain their unpaid community work.

Aims and objectives

The project aims to reduce family and sexual violence in Bougainville by addressing the root causes of gender inequality. The project’s objectives have evolved, in Phase 2 they are:

- Bougainville women’s human rights defenders are leading responses to and preventing family and sexual violence through working with government and communities.
- Men and women are preventing family and sexual violence at community level by promoting shared power and decision making between women and men.

²²⁷ Some of the Nazareth Centre’s safe houses were constructed with funding from justice sector programs funded by the Australian Government.

Cumulative outcomes to date

The project is on track to achieve its objectives. It is providing safety and support for individuals and survivors of violence and communities. The Nazareth Centre team and network of 2,260 women human rights defenders and 888 male advocates are transforming violence supportive attitudes and behaviours at individual and community levels.

The Nazareth Centre is a member of the Women, Peace and Security Technical Working Group. In 2020, the group successfully lobbied Bougainville's State of Emergency Controller **to ensure women's representation and voice during the state of emergency responses to the COVID-19 pandemic and recovery planning**. One product of these efforts was the development of a radio voter education series (*Yumi Olgeta Wok Bung Wantaim*) which played on Radio Bougainville in May ahead of Autonomous Bougainville Government elections.²²⁸ The series promoted women's full, equal and meaningful participation in leadership and decision making in political and public life.

An independent evaluation of the first three years of implementation, undertaken in 2018, found **the project had led to transformational changes at both the community and individual levels**.²²⁹ The evaluation documented many changes from across each region in Bougainville in which women human rights defenders and male advocates reported **reductions in sorcery accusation-related killings, family and sexual violence, child abuse, teenage pregnancy and early marriage**. The evaluation captures many examples of **transformational change at the individual level**.

Nazareth Centre training and community engagements led by women human rights defenders share knowledge and prompt discussion on issues to inspire personal reflection and shift attitudes and behaviours around gender roles and power. Trainings and discussions are set within the Melanesian cultural and religious context of Bougainville.²³⁰ Community awareness raising and engagement or training cover a range of topics. In 2020, the project included **key messages on COVID-19 transmission, prevention measures and gender impacts in awareness raising events**.

The project supports a learning action approach. In 2020, the Nazareth Centre adapted their community awareness approach to limit public gatherings. They **designed and trialed a new Life Long Learning Circles program**. This community education program involves smaller groups of people discussing single issues on a round robin or rotating basis. The approach enables a deeper exploration and discussion of the subjects. Topics covered include: the Universal Declaration of Human Rights and the Conventions on the Rights of the Child; the 10 theological pillars; and modules from the school-based program covering child developmental stages and personal health, hygiene and respect. Facilitators reinforced key messaging on COVID-19 preventative measures in each discussion.

One impact of the project and Nazareth Centre's approach has been to increase the **skills and confidence of women trained as women human rights defenders to take up community leadership positions** in a range of ways. This has also increased community support for women in leadership positions. In 2017, 34 communities elected trained women human rights defenders to represent them in Bougainville's 47 community governments.²³¹ Women human rights defenders have started a range of collective actions, including working with male advocates, in their communities. Women human rights defenders and male advocates are exposed to opportunities and networks from across Bougainville's regions to meet, share new ideas, experiences and skills at the annual Forums

²²⁸ Voting in the Presidential and parliamentary elections took place 12 August–1 September 2020.

²²⁹ Ann Braun (2019). *From Gender Based Violence to Gender Justice and Healing Phase 1: 2015–2018 Final Evaluation*. International Women's Development Agency. Available at: <https://iwda.org.au/resource/from-gender-based-violence-to-gender-justice-and-healing-project-phase-1-evaluation-report/>.

²³⁰ The Nazareth Centre developed the Human Rights for Gender Justice Toolkit in 2017. It is designed as a resource for women human rights defenders and male advocates in their work with communities. It incorporates human rights conventions; Melanesian perspectives on needs, rights and responsibilities; and the Theology of Gender Equality. It is available at: <https://iwda.org.au/resource/human-rights-and-gender-justice-toolkit/>.

²³¹ The *Bougainville Community Government Act* 2016 introduced parity of representation – one woman and one man – from each ward into community governments. In addition, 16 male advocates trained by the Nazareth Centre were elected.

and through regular Nazareth Centre trainings and events. The Forums are being held at regional level in 2020–2021 due to the COVID-19 pandemic restrictions.

The 2019 evaluation found evidence that the pilot **school-based program had changed students' behaviours in favour of non-violent and more respectful attitudes, with learning improvement for students as well.** Prior to the closure of schools in March 2020, 11 schools were involved in the program in North and Central Bougainville. When schools reopened in May, eight schools resumed the program, with fewer students. The team added a new module integrating COVID-19 health and prevention messages. The program continues to receive positive feedback and responses from the students, parents and teachers. The Autonomous Bougainville Government Department of Education endorses this program. More schools have requested resuming or starting the program in 2021.

The project responds to gender-based violence in reinforcing ways, including providing services to survivors of violence through safe houses, men's hubs and community counsellors. **Since 2015, the project has provided counselling and support to 4,351 clients** (2,293 women including eight women with disabilities, 481 girls including seven girls with disabilities, 1,105 men including six men with disabilities and 472 boys including three boys with disabilities). This included providing 12,894 service actions, such as counselling, accommodation services, help to obtain family protection orders and escorting clients to police and health centres.²³² The Nazareth Centre introduced new sanitation practices and physical distancing requirements to mitigate health risks to clients and staff in 2020. In Chabai, the congregation dedicated another dwelling for safe house clients.

Between April 2015–October 2020, the Nazareth Centre has trained 236 women and 132 men in its certified two-week basic trauma counsellor course to become community counsellors. This includes 34 new community counsellors (17 women, 15 men including one man with a disability and two young men) in September 2020 drawn from church and community leaders, retired teachers and other women's organisations and partners to expand the quality and accessibility of support available to reduce violence and trauma.

Prior to the outbreak of the COVID-19 pandemic, Buin safe house staff successfully raised PGK14,600. The team has used these funds to purchase water tanks and upgrade the safe house kitchen. The men's hub team built new crisis accommodation for men and boys in Chabai in 2019.

The project contributes to the *Pacific Women in Papua New Guinea* long-term outcomes of quality services that support survivors of family and sexual violence being adequately available and accessible across priority provinces; and enhanced knowledge and evidence informing policy and practice.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar by supporting protection and services for survivors of violence.

Contribution to Medium Term Development Plan III and other Government Policy

The Gender Justice and Healing project contributes to achieving Goals 3.3 and 5.2 of the Medium Term Development Plan III. The project contributes to strategy 3.3.12 to support youths in civic engagement and other school, community and society-based enrichment activities through its school-

'In Kimbe a man's job is to find firewood but here in Selau men are forbidden to get firewood. So who can look for firewood if my wife is sick? This is not ok. This must be stopped so we husbands can help our wives about family needs and wants.'

Male participant from the Together for Peace dialogue, September 2020

²³² From April–September 2020, the Nazareth Centre provided crisis support and counselling services to 265 clients (123 women including two women with disabilities, 46 girls including three girls with disabilities, 38 men and 55 boys). Almost all clients (99.4 per cent) were seeking help from family and sexual violence. This was less than half (48.8 per cent) the number of clients supported in the same period last year (which included an unusually high number of boy clients). It represents 63.7 per cent of women clients helped in the same period last year. This decline is attributed to travel and mobility restrictions to prevent COVID-19 transmission.

based program, changing students' behaviours in favour of non-violent and more respectful attitudes. The project contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development by working in rural and remote communities to end violence against women and to supply safe accommodation and support to survivors of violence.

The project contributes to Strategy 2 (Research), Strategy 3 (Services) and Strategy 4 (Prevention) of the National Gender Based Violence Strategy (2016–2025). It contributes to improved collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts; quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence; and improved prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society.

The project contributes to achieving the Bougainville Strategic Development Plan 2018–2022 social development outcomes and the supporting sectoral policy for Gender Equality Women's Employment, Peace and Security. The project supports the outcome of increasing the safety and protection of women and children from violence. The project also supports the Autonomous Government of Bougainville's outcome to enhance gender equity and social inclusion and life skills programs and to create safe environments at schools.²³³

The project supports the vision of the National Policy on Disability (2015–2025) to remove barriers and make rights real. The project has increased awareness of disability inclusion and responsibilities with staff, volunteers and referral pathway partners.

Plans for January–June 2021

The annual Bougainville Women Human Rights Defenders Forum has been adapted and is being held in each of the three regions. The South Bougainville Forum took place in Buin in November 2020. Central and North Bougainville Forums are planned during January–June 2021. The Bougainville Male Advocates Forum is planned for 20–24 September 2021.

The economic empowerment pilot, due to begin in March 2020 has been re-scheduled to commence in 2021. A rapid review of the current market context will be undertaken to update pilot activities. The pilot has been informed by research and will use the family-based approach and basic business skills training manual developed through *Pacific Women*-funded projects.²³⁴

Lessons learned

The Life Long Learning Circles approach has reduced the time, and cost of travel challenges for participants. The smaller groups and reinforcement of key messages have enabled deeper exploration and robust discussion of subjects. The team has also seen increased attendance from a broader range of community members.

The Nazareth Centre has been working with local communities for many years. Long-term investment has allowed communities to change their attitudes and behaviours and to see positive impacts of these changes. In-depth knowledge of the local context and relationships within communities through women human rights defenders and male advocates has proved effective.

Main barriers

The poor communication infrastructure available in Chabai limited the Nazareth Centre's direct participation in online forums and meetings. The strong partnership between the Nazareth Centre and IWDA meant that Nazareth Centre was able to be represented in the national Protection Cluster and

²³³ Autonomous Bougainville Government (2018), above note 159. For social development outcomes relating to safety and security, education and women and children, see the Results Framework on pages 57–58.

²³⁴ The pilot draws on the *Pacific Women*-funded Do No Harm Research and Family Farm Teams project resources and learnings. More information on these projects are available in the *Pacific Women* in Papua New Guinea Performance Report 2018–2019 and *Pacific Women* in Papua New Guinea Performance Report 2019–2020 at: www.pacificwomen.org.

sub-cluster meetings, remain connected and input into these decision-making processes through IWDA.

11.6 Mamayo

Project Partner:	CARE International in Papua New Guinea
Total Funding:	\$4,616,592
Funding Timeframe:	April 2018–September 2021
Funding Sources:	\$3,480,000 (Australian Government's Gender Equality Fund) \$1,136,592 (<i>Pacific Women Papua New Guinea</i>)

Overview

The *Mamayo* project draws on experiences and lessons from health and economic empowerment projects in Papua New Guinea. It builds family and community support for women's access to reproductive and maternal health and greater participation in and benefit from economic opportunities.

The project uses an innovative, rights-based approach. It uses proven community leadership methodologies that reduce the social and cultural barriers to women's access to health services and family business management tools that improve shared decision making and distribution of workloads within the family. The project strengthens relationships between communities and health service providers to improve the quality and availability of services in health facilities. This includes supporting integrated maternal and child health patrols, immunisations, staff capacity building and rehabilitation of selected health facilities to meet minimum water, sanitation and hygiene standards.

This project works with communities based in the health centre catchment sites of Kunua District in Bougainville, Lufa District in Eastern Highlands Province and Menyamyama District in Morobe Province. These remote local level government areas have some of the lowest health indicators in the country.

In response to the COVID-19 pandemic, health patrols and supervisory visits included key messages on how to prevent transmission (including physical distancing and regular hand washing) and how to help someone if they contract COVID-19.

Aims and objectives

The project aims to improve the reproductive and maternal health of women and their families in disadvantaged rural areas of Papua New Guinea by promoting gender equality in decision making and women's participation in economic opportunities and benefits.

Specific project objectives are:

- Community and family support: Increase community and family support for women's participation in economic opportunities and benefits and access to reproductive and maternal health services.
- Community and family care: Women and their families have the knowledge and skills to access reproductive and maternal health services and create safer healthier homes and families.
- Health system support: Health systems are supported to provide high quality reproductive and maternal health services that are acceptable to the communities.

Cumulative outcomes to date

The project is on track to achieve its objectives, although limited government resources allocated to health facilities means it is difficult to provide sustainable, high quality health services.

The project has completed the series of **three-module leadership trainings with 204 community leaders (79 women and 125 men) and three-module training for 125 village health volunteers (69 women and 56 men) across the project sites**. The leadership series of trainings increases community and family support for women's access to reproductive and maternal health services.

In Lufa District and Kunua District, the project has already seen **measurable increases in the uptake of modern contraceptives by families and communities**. Data from the National Health Information Systems for Lufa District shows a 700 per cent increase in the number of first-time users of family planning services from 0.8 in 2018 to 5.6 in 2019. The data also shows a 40.8 per cent increase in the level of coverage of family planning services from 296 in 2016 to 417 in 2019.²³⁵

Kunua District health information records show **increased coverage of maternal and child health and sexual health in July–December 2020**. Kunua health staff report a significant increase in the number of women receiving antenatal care and family planning services. The National Health Information System for Kunua District shows an **increase from an average of five supervised deliveries per month at the start of the project (April 2018) to almost 13 supervised deliveries per month by December 2020**. There was a 33 per cent increase in supervised deliveries in 2020 (52 deliveries) compared to 2019 (39 deliveries).

The increase in uptake of family planning services follows the project's investment in community leaders' knowledge of sexual, reproductive and maternal health issues and the primary health care service competencies of village health volunteers. Across all project sites, community leaders and village health volunteers are acting to increase the uptake of contraceptives, reduce family and sexual violence and reduce teenage pregnancies. Project monitoring shows that **community leaders share information within their family and advocate with broader community members when they themselves have changed their behaviours**. Their roles as community leaders means they are accountable to their communities to act in the way they advocate others to behaviour.

Village health volunteers focus on creating safer, healthy communities. They increase knowledge of primary and preventative health issues. They raise awareness on issues of child abuse and childhood illnesses. They promote good reproductive and maternal health practices, including supervised births. In 2020, village health volunteers delivered COVID-19 prevention and awareness messages. **Between July–December 2020, village health volunteer health education and COVID-19 awareness reached 9,566 people (4,473 women and 5,093 men) across all project sites.**

In October 2020, the project began training **98 Lufa District community leaders (47 women including one with a disability and 51 men including one with a disability) using the new family manual**. The family training seeks to transform gender relations and power between women and men. It promotes violence-free relationships, increased gender equitable decision making on household income and budgets, sharing of domestic workloads and improved sexual, reproductive and maternal health and wellbeing. It has been adapted from the family business management training developed in the CARE Coffee project.²³⁶

Since it began, the project has supported 32 **integrated maternal and child health patrols** in Kunua District, Lufa District and Menyamy District project catchment areas and at the target health facilities. Patrols include family planning, antenatal care and routine childhood immunisations. In 2020, patrols included COVID-19 awareness. During July–December 2020, **patrols reached 4,154 people (491 women, 1,656 girls, 220 men including one with a disability and 1,787 boys)**. **Fifty-two women accessed contraceptive implants and 62 men received non-scalpel vasectomies**. District health staff provided 3,439 children (1,654 girls and 1,785 boys) under five years of age with routine immunisations during the patrols. In Kunua District, the project helped the health authority's assessment and vaccination response to a whooping cough outbreak. Health staff supplied antenatal services to 66 pregnant women and 122 women of child-bearing age received tetanus toxoid injections. In Kunua District, health staff conducted health education awareness reaching 393 people (203 women and 190 men).

In 2019, the project **supported the Eastern Highlands Provincial Authority to deliver three rounds of emergency polio vaccinations to more than 2,000 children in Lufa District**. Data

²³⁵ This indicator is the Couple Year Protection (CYP). It provides an estimate of the protection provided by family planning services during a one-year period based on the volume of all contraceptives provided to clients during the period.

²³⁶ For information on the CARE Coffee project, see Activity Summary 10.1.

obtained from the Eastern Highland Provincial Health Authority shows an increase in immunisation from 30 per cent in 2018 to over 60 per cent in 2019.

The project is strengthening the health services in each of the target districts. The project has funded 25 participants from health facility and other community leaders (12 women and 13 men) to become certified counsellors by taking a course delivered by the Nazareth Centre. For one of the project's trained community leaders, Simon, the training strengthened his work in resolving family conflict and supporting survivors of domestic violence. With the support of other community leaders and church elders in 2020 he opened a community counselling and safe house in his community. The project further invested in Simon to attend survivor advocates training to assist survivors of violence access the formal justice system.²³⁷ Simon has already supported 12 survivors of family and sexual or sorcery accusation-related violence, including issuing protection orders as a village court magistrate.

The project is increasing the availability of long-term contraceptives by **training 11 male clinical staff to perform non-scalpel vasectomy procedures.** Long-term contraceptive methods are especially beneficial in remote locations where health facilities do not always have short-term contraceptive methods available.

Each of the sub health centre facilities in the project's target locations were in disrepair at the start of the project. **The project is ensuring target health facilities meet basic water, sanitation and hygiene standards to improve the quality of maternal and reproductive health services.** In 2020, the project installed three 900-litre tanks, added bathing and toilet facilities and refurbished the labour and post-natal wards of the Kwaplalim Sub Health Center in Morobe Province. The wards now have clean running water and beds ensure a good rest after delivery. The project plans to install solar lighting to critical areas and to add space to deliver non-scalpel vasectomy and other family planning services in 2021.

The project team **moved quickly to meet immediate needs, while also planning for the potential longer-term impact of the COVID-19 pandemic.** In 2020, the project participated in a regional COVID-19 rapid gender analysis and a Papua New Guinea COVID-19 rapid gender analysis, finalised in July 2020.²³⁸ In response to these project activities were adapted to integrate COVID-19 awareness, including the potential increase incidence of family and sexual violence due to food insecurity, loss of income and child protection risks. By December 2020, the project had supported COVID-19 awareness to 15,920 people (7,845 women and girls and 8,075 men and boys). All activities are delivered in a way that models COVID-safe behaviours and promotes community mobilisation in response and COVID-19 prevention at all levels.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of quality services that support survivors of family and sexual violence being adequately available and accessible across priority provinces; and family and community tolerance for violence against women being reduced.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan health security and stability pillars. It is supporting Provincial Health Authorities to prevent and respond to COVID-19 while ensuring the delivery of primary health care services, including immunisation, maternal and child health and family planning. The project is promoting stability and social cohesion while transforming gender norms to reduce violence against women.

Contribution to Medium Term Development Plan III and other Government Policy

The *Mamayo* project contributes to achieving Goals 3.2, 3.8 and 8 of the Medium Term Development Plan III to improve health services and outcomes, improve immunisation coverage and to achieve a population growth that is that is manageable, healthy and productive. It contributes to improving

²³⁷ The Survivor Advocates Toolkit was developed and training is delivered by the Family and Sexual Violence Action Committee. For more information on the Family and Sexual Violence Action Committee, see Activity Summary 11.13.

²³⁸ CARE (March 2020) and (July 2020), above note 115.

strategy 8.1.4 for government to strengthen partnerships with the private sector and NGOs to provide reproductive health education and health care. The project is rehabilitating health facilities, upgrading health workers' professional skills, training village health volunteers and supporting Provincial Health Authorities to conduct health patrols to provide reproductive and maternal health services, childhood immunisation and health education in rural areas.

The project contributes to Strategy 3 (Services) of the National Gender Based Violence Strategy (2016–2025). It contributes to improved quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence with a focus on encouraging family and community support for modern family planning services.

The project contributes to achieving the National Health Plan 2011–2020 and National Population Policy 2015–2024 by enhancing family and community support for women's access to reproductive and maternal health.

The project contributes to achieving the Bougainville Strategic Development Plan 2018–2022 social development outcomes and the supporting sectoral policy for Gender Equality Women's Employment, Peace and Security. The project supports health outcomes including increasing access to and uptake of family planning and facility births and rehabilitated health infrastructure.²³⁹

Plans for January–June 2021

The project will finalise and share with provincial and local stakeholders the findings from the mid-term review undertaken in late 2020. The review looked at activities in Kunua and Lufa Districts.

Priorities for the project's final year are to deliver family manual training in all project sites and to monitor the implementation of community action plans. Stories of change help the project team to understand, celebrate and document changes in behaviours and attitudes toward women's participation in and access to reproductive health services resulting from the project's tools and strategies.

The project will complete its remaining facility rehabilitation activities, including to the Sipai and Kunua health facilities in Bougainville, to ensure they meet basic water, sanitation and hygiene standards.

Lessons learned

Community-led interventions, such as actively supporting women to access family planning and maternal health services, have proved critical in ensuring acceptance of changed norms. Whilst it is important to share knowledge through trainings, it is vital to support communities to develop their own action plans to develop their own solutions that can be implemented within the community's context.

The project is working with the provincial health authorities to strengthen health systems by improving the accessibility and quality of health services into remote locations. Early and sustained communication and project support ensured that staff from the Morobe Division of Family Health Services were engaged in all three village health volunteer trainings at Kwaplalim Sub Health Center. Provincial and district health staff will incorporate monitoring and supervision of village health volunteers into regular supervisory visits.

Main barriers

Maintaining local government commitment to staffing, stocking and maintaining remote health facilities is critical to long-term sustainability of the communities' support for these services. Where health service delivery is limited and facilities are under-resourced, bush medicines - and sometimes myths - prevail. Ultimately, to achieve the project's objective to increase uptake of family planning and maternal health services, the Government needs to commit resources.

²³⁹ Autonomous Bougainville Government (2018), above note 159. For social development outcomes relating to health, see the Results Framework on page 57.

In Bougainville, a key implementing partner supporting the village health volunteers is shifting its focus from community health to strengthening community governance. The project will work with Kunua District health staff to explore how best to sustain ongoing monitoring and support for village health volunteers.

11.7 *Kisim Femili Plenin Strongim Kommuniti*

Project Partner:	FHI 360
Total Funding:	\$753,534
Funding Timeframe:	April 2018–September 2021
Funding Sources:	\$750,000 (Australian Government’s Gender Equality Fund) \$3,534 (<i>Pacific Women Papua New Guinea</i>)

Overview

The *Kisim Femili Plenin Strongim Kommuniti* (strengthening the community through family planning) project complements the *Kommuniti Lukautim Oi Meri* (communities looking out for women) project. It adopts similar approaches to use community mobilisers to educate the community, families and individuals.²⁴⁰

The need for the *Kisim Femili Plenin* project was identified based on the *Kommuniti Lukautim Oi Meri* lessons of high rates of women experiencing violence during pregnancy and community mobilisers reporting pregnancy and abortions among teenagers. The observations were consistent with the Demographic and Health Survey 2016–2018 findings that 18 per cent of ever pregnant women experienced physical violence from a current or former spouse during pregnancy.²⁴¹ The Survey also found that 12 per cent of teenagers (15–19 years old) had given birth or were pregnant and that this rate had remained stable since 2006.

Adolescent fertility has both health and social implications. Children born to very young mothers are at increased risk of sickness and death. Teenage mothers are more likely to experience adverse pregnancy outcomes and to be constrained in their life choices, especially their ability to pursue educational opportunities. The Demographic and Health Survey also found that rural teenage girls and those without a secondary education are more likely to start childbearing early.²⁴²

The project focuses on increasing knowledge, acceptance and supply of family planning services, especially for adolescent girls and unmarried women, in Aitape-Lumi District in West Sepik Province and Maprik District in East Sepik Province.

The project develops and implements strategic behaviour change strategies targeting both married and unmarried young and adolescent women and men. The project uses advocacy, interpersonal communication, community mobilisation, mass communications and strategic use of data. In addition, the project works with healthcare workers to overcome barriers in attitudes, knowledge or skills that prevent workers providing family planning services, especially to young people and unmarried women. FHI 360 partners with Marie Stopes International to provide family planning training to healthcare workers.

Aims and objectives

The project aims to increase access to and uptake of modern family planning methods, especially for young women and men.

Specifically, the project’s objectives are:

²⁴⁰ For more information on the *Kommuniti Lukautim Oi Meri* project, see Activity Summary 11.4.

²⁴¹ National Statistical Office Papua New Guinea and ICF (2019), above note 27.

²⁴² National Statistical Office Papua New Guinea and ICF (2019), above note 27, p.83.

- Increase the demand for use of family planning among married men and women and unmarried adolescents using targeted inter-personal communication and community mobilisation programs that transform traditional gender norms.
- Improve access to quality, free, client-centred family planning services, including contraceptives, through existing networks of health service providers.
- Provide reproductive health services, including family planning and modern contraceptives, to youths and adolescents that respond to their health needs and are delivered in youth friendly spaces.

Cumulative outcomes to date

The project's progress toward its objectives has been negatively affected by the COVID-19 pandemic in 2020. Community awareness and engagement strategies all required adaptation to continue implementation with limitations on community gatherings and the closure of schools. Access to family planning services was limited by: the temporary closures of Family Support Centres; repurposing of their resources to support primary patient care as part of the COVID-19 response; transport and movement restrictions for those seeking help; and delays in the release of funds to health clinics, which limited their operational capacity and reduced staff motivation.

The project developed specific messages and outreach tools for each different target group to increase demand for family planning services. The messages and resources were informed by the findings of a 2018 formative study on family planning and sexual and reproductive health in Aitape-Lumi and Maprik Districts. Key messages have been developed to:

- Demystify family planning, specifically that family planning is not just for married people.
- Share the benefits of family planning and spacing children with families and communities.
- Provide information on how to prevent unwanted pregnancies and sexually transmitted infections.
- Provide information on different contraception methods and their efficacy.

The project provides monthly mentoring to 44 family planning volunteers and community mobilisers, 29 youth health promoters and 12 student and teacher family planning ambassadors in both target districts. Using different media and tools, these trained volunteers promote the benefits and available family planning options. They conduct community awareness sessions, home visits and couple discussions. They integrate family planning messages in maternal health and child promotion in health clinics and conduct peer-to-peer discussions and school awareness programs.

Since it began, the project has reached 32,676 people in 20 communities in Maprik District and 24 communities in Aitape-Lumi District. The project significantly reduced family planning awareness and outreach during 2020 due to the COVID-19 pandemic. Only 7,082 people were directly engaged in 2020, compared with 22,412 people reached during 2019. To overcome these barriers and continue family planning awareness in 2020, the project delivered two radio programs in each district.²⁴³ The project is also working with the National Department of Health on a family planning promotion video, and SMS messaging. The family planning promotion video integrates family planning and COVID-19 communication materials. The need to increase awareness is urgent. It is anticipated that the numbers of unplanned pregnancies will rise following the COVID-19 pandemic.

The *Kisim Femili Plenin* project works in partnership with the *Kommuniti Lukautim Oi Meri* project to integrate sexual reproductive health and family planning messages into Safe School Clubs and school communication materials.²⁴⁴ Two mass school-based outreach sessions were held in 2020 involving four primary schools and two secondary schools, reaching 826 adolescent students. While schools reopened in June 2020, they limited participation in outreach activities. The project focused on

²⁴³ Numbers of people reached through the radio program are not available.

²⁴⁴ For more information on the school-based program through *Kommuniti Lukautim Oi Meri*, see Activity Summary 11.4.

building the capacity of teachers and students to prepare for implementation of the program in 2021 through teacher in-service training programs.

The Catholic Bishop of Aitape-Lumi District agreed to lift restrictions to allow modern family planning methods to be provided for married clients in non-church run facilities in 2019. This was a significant achievement and important to reducing resistance to contraceptive use in Aitape-Lumi District where Catholicism is the dominant religion.

The project, in partnership with Marie Stopes International, provides in-service training for clinicians on sexual reproductive health and family planning. In 2019, the project trained 32 clinicians (22 women and 10 men), many for the first time. This included 23 clinicians from 10 health facilities in Aitape-Lumi District and nine clinicians from six health facilities in Maprik District. The project also provided tools and job aids to use in clinics. Tools and job aids included: information posters, communication materials and clinical decision making tools. As a result of the training more staff in more health facilities were able to offer sexual reproductive health information including the benefits of different family planning options. Following the training, there was an increase in contraception uptake from 40 to 183 women in Aitape-Lumi District and from 613 to 633 women in Maprik District in July–December 2019, compared with the previous six months. Planned in-service training for clinicians was halted in 2020 due to scheduling challenges compounded by COVID-19 travel and other restrictions. The project is negotiating with the National Department of Health on potential alternative and online delivery of training.

The project has supported 2,519 clients access family planning services at participating health facilities in Aitape-Lumi and Maprik Districts since it began, including 587 women since July 2020 of which 32 were adolescent girls. Family planning services include family planning contraceptive information integrated into adolescent sexual and reproductive health awareness.

The project helps clinicians and staff to increase the accessibility of services particularly for young people. The project has provided youth friendly service training and communication materials on adolescent health to Family Support Centre clinicians and staff. The project supports trained clinicians to promote discussions with other clinicians. The project has supported staff at the Raihu District Hospital and the Maprik Hospital to initiate a Youth Friendly Clinic spot. The Maprik District Hospital delivers an information session every morning before the routine maternal and child health, antenatal and postnatal clinics. Staff provide information sessions on rights and benefits of young people to access family planning services and information on the use of contraceptives by adolescents. During July–December 2020, the project reached 232 hospital clients through this integrated family planning messaging.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of family and community tolerance for violence against women being reduced; and quality services that support survivors of family and sexual violence being adequately available and accessible across priority provinces.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan's health security and stability pillars. It is working closely with the National Department of Health to promote continued access to safe family planning services for women during COVID-19 related restrictions. It is also continuing to support the delivery of primary health care services including sexual and reproductive health. The project is promoting stability and social cohesion while transforming gender norms to reduce violence against women.

Contribution to Medium Term Development Plan III and other Government Policy

The *Kisim Femili Plenin* project contributes to achieving Goals 3.2 and 8 of the Medium Term Development Plan III to improve health services and outcomes and achieve a population growth that is manageable, quality, healthy and productive. It contributes to strategy 8.1.4 for strengthened partnerships with the private sector and NGOs to provide reproductive health education and health

care. The project is upgrading health worker and clinician skills to improve access to family planning services. It also provides education and communication materials with community and school-based awareness to promote family planning services.

The project contributes to achieving the National Health Plan 2011–2020 and National Population Policy 2015–2024 by enhancing family and community support for women's access to reproductive and maternal health, especially for adolescent girls and unmarried women.

The project is implementing the National Policy on Disability (2015–2025) by improving access to quality services for survivors of family and sexual violence with disabilities. For example, the project collected data to better understand the needs of women with disability. By administering the Washington Group questions²⁴⁵ to training participants, the team identified a significant level of hearing and visual impairment among participants. To address these needs, the project amended its training delivery methods and tools to include more visual guides and more activities.

Plans for January–June 2021

In its final months, FHI 360 will continue working with Callan Disability Services to provide guidance in tailoring family planning services and contraceptive awareness to reach people with disabilities. The project will roll out sexual reproductive health and family planning messages through the safe school program and continue mentoring of clinicians and volunteer family planning promoters.

Lessons learned

Cultural and gender norms and perceptions on marriage, sex and family planning are deeply held. They take time to shift. When these norms are held by service providers, they reduce their willingness to provide family planning services to unmarried and young people. Fear of judgement also limit young people's willingness to access services. The project identified the need to increase the focus on changing power dynamics between young people, married couples, mothers and fathers relating to family planning needs. The project's gender sensitisation activities are aimed at encouraging open and stigma free family planning discussions within families and communities.

The project has identified that men, whether married and not, are demonstrably more comfortable discussing family planning and use of contraceptives in 'one-on-one' discussions and within the safety and comfort of their homes. Unmarried and young people are more comfortable participating in group and peer-to-peer discussions about family planning and contraceptive use.

The project team anticipates one of the impacts of the COVID-19 pandemic and restrictions on movement will be an increase in sexual activity, unplanned pregnancies and other impacts on sexual and reproductive health. Working with the National Department of Health, the project adapted family planning messages and the means of disseminating family planning messages.

Main barriers

The project has adapted to several implementation challenges. This has included initial delays to signing memorandums of understanding with the relevant provincial health authorities, limited numbers of recognised health worker trainers and scheduling challenges.

In 2020, the COVID-19 pandemic, associated heighten security risks along the Indonesian border, plus funding limitations for and reprioritisation of Family Support Centre resources were significant barriers to the project achieving objectives within the original project schedule.

²⁴⁵ The Washington Group questions, above note 119.

11.8 *Bel isi PNG*: Improving Services and Inspiring Leadership to address Family and Sexual Violence in Port Moresby

Project Partner:	Oil Search Foundation
Total Funding:	\$8,498,035
Funding Timeframe:	July 2018–June 2023
Funding Sources:	\$4,000,000 (<i>Pacific Women</i> Papua New Guinea) \$1,000,000 (Australian High Commission in Papua New Guinea) \$3,498,035 (Private sector subscriptions and in-kind contributions to date)

Overview

Bel isi PNG (peaceful Papua New Guinea) is a public-private partnership that began with the Bank of South Pacific (BSP) identifying the need to support its employees who were experiencing family and sexual violence and donating a building to be used as a safe house. The project builds on work carried out by the Business Coalition for Women with support from the International Finance Corporation on the cost of family and sexual violence to businesses.²⁴⁶ With donations from several other private sector organisations, including Steamships Trading Co, Oil Search Foundation, G4S and Brian Bell, as well as funding through *Pacific Women*, the partnership has established a new case management centre in Port Moresby and opened a new safe house, both managed by local organisation Femili PNG.²⁴⁷

Aims and objectives

The *Bel isi PNG* initiative aims to inspire the private sector, in partnership with government and civil society, to play a transformational leadership role in changing attitudes towards family and sexual violence and improving services for survivors.

Specifically, the initiative's objectives are:

- The private sector comprehensively addresses the impact of family and sexual violence on the workforce and eventually reduces the cost of family and sexual violence on business.
- Provide effective case management and safe house services for people experiencing family and sexual violence.
- Promote strong partnerships and improve coordination and quality of family and sexual violence services in Port Moresby.
- Effectively manage a sustainable initiative and ensure a safe and secure environment for staff and clients.

Cumulative outcomes to date

There is positive momentum, indicating that the initiative is on track to achieve its objectives. A high profile murder of a young woman allegedly by her partner in mid-2020 acted to galvanise action in 2020. Building on years of awareness raising and strengthening networks, both the Government and the business sector demonstrated high levels of leadership. This included the Government establishing a Special Parliamentary Committee on Gender Based Violence and facilitating a three-day National Gender Based Violence Summit 8–10 November for parliamentarians and over 700 delegates.²⁴⁸

***Bel isi PNG* subscribing company chief executive officers (CEOs) are actively engaged in conversations about the impact of family and sexual violence within their organisations and publicly.** The Co-Chair of *Bel isi PNG*, the CEO of BSP, and the Country Manager of Oil Search represented subscribing companies on a panel at the National Gender Based Violence Summit. They

²⁴⁶ For more information on the Business Coalition for Women, see Activity Summary 10.2.

²⁴⁷ For more detail about Femili PNG, see Activity Summary 11.2. All statistics included in this Activity Summary refer to the *Bel isi* Case Management Centre and Safe House only.

²⁴⁸ The Summit was substantially funded through the Spotlight Initiative and private sector sponsors.

shared how Papua New Guinean business are addressing issues of family and sexual violence and supporting their employees. BSP's Group Family and Sexual Violence Policy applies not only in Papua New Guinea, but also to all countries in which the bank operates. The CEO leads the company's observation of 'Thursdays in Black' by wearing black and encouraging staff to wear black on Thursdays as a public call to end to all forms of violence, oppression and injustices against women, men and children. BSP is one of an increasing number of companies denouncing family and sexual violence publicly via social media campaigns and uniforms.

The CEO of Brian Bell attended all employee briefings and introduced the session in 2019 to demonstrate his support. The Steamships Trading Company Managing Director included a discussion on family and sexual violence at the annual general meeting for all subsidiaries. In 2020, BSP extended its support by starting a Survivors Support Network for staff to support each other. **One impact of corporate leadership is that more employees are feeling confident and seeking help including, in some cases, men.**

Fifteen organisations are subscribers for *Bel isi* PNG services.²⁴⁹ The initiative is currently on track to achieve its five-year subscription revenue targets but faces challenges as a result of the global economic impacts of the COVID-19 pandemic. In April 2020, support from the Business Coalition for Women to develop and implement family and sexual violence policies was added as a subscription service.²⁵⁰ Three new subscribing organisations are in the process of developing specific workplace policies to improve awareness and support for survivors of family and sexual violence.

***Bel isi* PNG continued to offer services throughout 2020 and was one of few family and sexual violence providers which remained open to the public.** Femili PNG, as the operator, put in place measures to maintain a COVID-safe environment, which included offering counselling remotely, using personal protective equipment and temporarily reducing the numbers of clients in the safe house. Femili PNG represented *Bel isi* PNG on the Protection Cluster and was a strong advocate for maintaining attention on the existing and worsening family and sexual violence risks during the COVID-19 public health emergency. ***Bel isi* PNG rapidly purchased and distributed personal protective equipment to key partners within the National Capital District. This was critical to ensuring minimal disruption of services by police, courts and other safe houses.**

Since the initiative began in 2018, workplace awareness sessions have reached over 3,961 employees. This includes executive briefings to secure leadership support and newly developed sessions for managers and supervisors to deepen corporate understanding of the impacts of family and sexual violence. *Bel isi* PNG has created and shared with all subscribers an employee toolkit, with resources available in both English and *Tok Pisin*.²⁵¹ The increasing number of subscriber referrals to the case management centre and safe house indicates increased understanding of the impact of family and sexual violence in the workplace and employees' increased knowledge of how, and confidence to, seek help.

Both the case management centre and safe house, managed by Femili PNG, are increasingly valued as part of the referral service delivery system in Port Moresby. Extensive joint work and awareness raising with local police, especially through the Family and Sexual Violence Units, have

'A young male employee came forward and admitted that as a child he had watched his father beat up his mother. He now has a small son of his own and he was terrified of becoming like his father. He reached out to *Bel isi* PNG, got counselling and is now a male champion to other male colleagues.'

***Bel isi* PNG report July–December 2020**

²⁴⁹ Subscription services include: management briefings; employee toolkits and resources; help to develop and implement family and sexual violence policies; and referral access to the *Bel isi* Case Management Centre and Safe House. The Case Management Centre also assists public clients and provides emergency accommodation based on need.

²⁵⁰ Until April 2020, these services were purchased from Business Coalition for Women separately from the *Bel isi* PNG initiative.

²⁵¹ The toolkit is consistent with the Family and Sexual Violence Action Committee's Referral Pathway Toolkit developed with the Department of Justice and Attorney General with support from the Australian Government-funded Justice Services and Stability for Development program.

ensured referrals from the police and increased police engagement in case conferences to find solutions for complex cases. Police are the primary referral source of clients to the case management centre (approximately one-third), with subscribing businesses referring 21.6 per cent of clients. The case management centre increasingly receives walk-in clients. During July–December 2020, 50 clients (over 23 per cent) were walk-ins, up from 44 (almost 20 per cent) in the same period the previous year. These are good indications of strengthening relationships and improved knowledge of the services available and confidence of survivors to access them.

Since the case management centre opened on 28 September 2018, it has served 834 clients (733 women, 57 girls, 24 men and 20 boys including 118 people with disabilities). By the end of 2020, case workers were managing 631 open cases, serving an average of 37 clients per month. This exceeds the target of 30 clients per month by 23 per cent. Clients are overwhelmingly seeking help in response to intimate partner violence: 88 per cent during the July–December 2020 period. Nine per cent (76 clients) of all *Bel isi* PNG's clients have sought help in response to child abuse.

Services most commonly provided to clients are informal counselling, information on services, legal advice and transport. **The number of clients wanting interim protection orders, legal advice and help to file a police report rose during July–December 2020 period, indicating an increased desire for police interventions.** Between September 2018–December 2020, *Bel isi* PNG case workers supported clients to lodge 341 interim protection order applications. Of these, 262 (77 per cent) have been granted and 94 (21 per cent) were converted to protection orders. Once protection orders are in place, clients are more confident to reintegrate with other family members and some child clients return to school.

The safe house opened on 18 October 2018 and *Bel isi* PNG has provided safe accommodation to 162 clients (126 women, 28 girls, one man and seven boys) plus 123 dependents (45 girls and 78 boys) and two guardians at either the *Bel isi* safe house or through paid accommodation.²⁵²

Subscribing organisations referred 33 of the safe house clients (20.4 per cent). Femili PNG temporarily reduced client numbers at the safe house during the early months of the pandemic, serving clients through paid accommodation, if necessary, to keep staff and clients safe. Femili PNG introduced a range of life skills and leisure activities for clients in 2019 and increased the attention on psychosocial activities for child clients and traumatised child dependents of safe house clients.

Bel isi PNG client satisfaction surveying is in the early stages of implementation. During January–June 2020, 15 randomly selected clients (14 women and one girl) were surveyed. **All clients were satisfied with *Bel isi* services and 13 were satisfied with services provided by the sector.**

Donations and fundraising by *Bel isi* PNG have ensured the continued operation of community safe houses that would otherwise have closed. *Bel isi* PNG led efforts in 2019 to raise over PGK250,000. This was used for essential repairs and maintenance to improve amenities, safety and security of Haus Ruth and Kaugere Seif Haus, completed in 2020. An additional PGK140,000 raised in late 2019 was used to purchase protective personal equipment for the police, four court houses, two safe houses and National Capital District welfare services. *Bel isi* PNG provided operational materials to several police Family and Sexual Violence Units, such as computers and printers, to assist them to process client cases. Femili PNG is further supporting improvements in the quality of services and care by involving other service providers in trainings, for example on trauma-informed care for partners from other safe houses. These activities, temporarily halted in 2020, will restart in 2021.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of quality services that support survivors of family and sexual violence being adequately available and

²⁵² In accordance with the safe house operational and security manual, boys aged 10 years or younger are allowed in the safe house. There is provision, in urgent cases, to support boys older than 10 years, subject to a risk assessment that takes into account the number of younger children already at the safe house.

accessible across priority provinces; and enhanced knowledge and evidence informing policy and practice.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar by supporting protection and services for survivors of family and sexual violence.

Contribution to Medium Term Development Plan III and other Government Policy

The *Bel isi* PNG initiative contributes to achieving Goal 5.2 of the Medium Term Development Plan III for an integrated approach for service delivery in districts. It contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development. *Bel isi* PNG is an innovative public-private partnership that fosters strong partnerships and improved coordination among government and non-government service providers focused on addressing family and sexual violence within the National Capital District.

The initiative contributes to Strategy 3 (Services) and Strategy 4 (Prevention) of the National Gender Based Violence Strategy (2016–2025). It contributes to improved quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence through the case management centre and trauma-informed care training for other service providers. The initiative contributes to improved prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society through its work with companies to raise awareness of family and sexual violence issues within workplaces.

Plans for January–June 2021

The Steering Committee will complete the review of subscriber fees and agree the process and timing for the mid-term review. A key concern for both activities is the initiative's management sustainability plan. Oil Search Foundation has reaffirmed its commitment to managing the initiative until 2022. It will handover management responsibilities thereafter. Advocacy and joint work with key partners on services, especially the responses for children, will continue.

Lessons learned

Support for children affected by family and sexual violence is an urgent, ongoing priority. Police and Child Protection Officers are referring children who have experienced family violence or sexual assault to the case management centre in the absence of specialist services. *Femili* PNG is bolstering its staff member's skills to cope with these demands, but neither the case management centre nor safe house are intended to manage unaccompanied child cases. The most challenging cases involve older children who occasionally present as a self-referral. These cases are especially difficult as there are no youth-specific family and sexual violence or child protection services available.

Main barriers

The COVID-19 pandemic has significant economic and social implications. The impact on the country's revenue has been substantial, resulting in reduced national and provincial funding to health, law and justice and infrastructure sectors. Further funding cuts will reduce the capacity of the family and sexual violence service system. *Bel isi* PNG expects that the economic impacts of COVID-19 may affect subscription renewal decisions. The Steering Committee is reviewing the fee structure to ensure a balance between the ability to attract a wide range of supporters while ensuring sufficient funding for key safe house and case management services, which are also open to the public.

Bel isi PNG is increasingly assisting in complex and high-profile cases. *Bel isi* staff are increasingly experiencing threats from the perpetrators directly or indirectly. The project continues to assess, identify and mitigate risks while continuously providing service to the survivors

11.9 Safe Schools Strong Communities

Project Partner:	Equal Playing Field
Total Funding:	\$2,407,049
Funding Timeframe:	July 2019–June 2022
Funding Source:	\$903,481 (<i>Pacific Women Papua New Guinea</i>) \$608,578 (Australian High Commission in Papua New Guinea) \$894,990 (<i>Pacific Women regional Pacific Girl program</i>)

Overview

The Safe Schools project fosters healthy and respectful relationships between girls and boys and supports teachers and schools to promote a safe and supportive school environment for all children. The project works in Port Moresby schools at several levels: with Grades 6, 7 and 8 students; with youth facilitators known as ‘Changemakers’; and with teachers and school administrators to develop and implement a pilot ‘Safe Schools Framework’.²⁵³ The project is also piloting work with Sacred Heart Teachers College in Port Moresby to adapt the respectful relationships and child protection content into teacher pre-service and other training courses to be taught during teacher training.

This project forms part of, and is co-funded through, the Pacific Girl program managed through the regional *Pacific Women* program. Pacific Girl responds to the evidence that ‘educated, healthy and skilled adolescent girls will help build a better future, advance social justice, support economic development and combat poverty’.²⁵⁴ More about the Pacific Girl program is available on the program website.²⁵⁵

Aims and objectives

The aim of the Safe Schools project is to effect positive change in perceptions of gender norms and relationships within school populations in Port Moresby through scalable solutions.

Specifically, the project objectives are:

- Age-appropriate facilitators are upskilled to deliver participatory gender transformative programming.
- Participants feel empowered and are able to deliver education to their school peers.
- Teachers and institutions are resourced, and their capacity built to deliver child protection and respectful relationship education.
- Partner schools are more able to appropriately address child protection and school-based, gender-based violence.

Cumulative outcomes to date

School shutdowns during the COVID-19 state of emergency period March–June 2020 significantly affected project activities. The project continues to make progress toward its aim of effecting positive changes in perceptions of gender norms and relationships within school populations in Port Moresby but has reached fewer students and teachers than anticipated.

The project has trained 39 new Changemakers (18 young women and 21 young men) as youth facilitators for the project’s school-based programs. The project provides Changemakers with five-day intensive training, quarterly trainings and six-month on-the-job training and mentoring by Equal Playing Field staff and existing Changemakers. Training covers issues such as: gender-based violence; child protection; the respectful relationship curriculum; and identifying and action-planning on social issues. In 2020, the project facilitated Cheshire Disability Services to work with Changemakers to recognise different types of disabilities and how to support the inclusion of students

²⁵³ The project is currently working on adapting its curriculum for Grades 9 and 10 students.

²⁵⁴ ILO, UNESCO, UNFPA, UNICEF, UNIFEM, WHO (2010). *Accelerating Efforts to Advance the Rights of Adolescent Girls: A Joint UN Statement*. (United Nations).

²⁵⁵ See for example: <https://pacificwomen.org/stories-of-change/what-is-pacific-girl/>.

with disabilities in the program. Changemakers from the University of Papua New Guinea join University Action Groups to implement strategies to address gender-based violence and child protection issues on campus.

To further strengthen the pool of available youth leaders, in 2020, Equal Playing Field negotiated an arrangement with the University of Papua New Guinea to engage third year social work degree students in the program as part of their work experience component. Participating students will become Changemakers, inducted and mentored to deliver the respectful relationships programs in schools. Students' time facilitating in schools will be considered for their university practice sessions and contribute to their field assessments.

During July 2019–December 2020, youth facilitators delivered the respectful relationships programs to 2,906 students (1,455 girls and 1,451 boys) in Grades 6 and 7 from 14 schools. The project conducts evaluation activities with student participants at the end of each eight-week program. The most significant change noted by the 391 New Erima and St Francis primary school students (277 girls and 114 boys) who participated in the program between July–December 2020 was that boys began to show respect to the girls and female teachers. Observations by facilitators during the program noted students were demonstrating new knowledge, interacting positively with trainers and practicing respectful behaviour – including boys and girls playing together in school grounds.

School Action Groups formed in six participating schools include 190 student leaders (119 girls and 71 boys). These student leaders participate in workshops and opportunities to further develop their confidence and leadership skills. School Action Groups organise and participate in an annual showcase on creative ways of raising awareness on respectful relationships, including spoken word, drama, dance, song, photography and painting with other students and celebrations of Universal Children's Day. Since July 2019, approximately 8,272 students (4,038 girls and 4,234 boys) have been engaged through these student-led activities. Surveys with School Action Group participants consistently indicate appreciation for the exposure to the range of activities and new knowledge. Students report increased confidence to perform and speak in front of their peers and to be respectful to others.

The project has delivered in-service training sessions for 176 teachers (119 women and 57 men). For teachers involved in the school-based programs, activities build knowledge, skills and provide appropriate support to build a school's capacity to promote a child safe school environment. Surveys of teacher participants showed they gained new knowledge and understanding of violence against women and child protection and had become supportive of the project's Safe Schools program. Self-assessment surveys conducted before the training indicate low levels of knowledge on child protection.

The project is working with the Sacred Heart Teachers College to strengthen the college's gender mainstreaming capacity and child protection policies and resources. In December 2020, the project delivered a two-day child protection training to 33 staff and teachers (15 women and 18 men). The project is now working with the college to adapt its curriculum and five-day Changemaker training modules for pre-service teacher and staff training and personal development. The new training is scheduled for delivery in May 2021.

'We learn new things and understand what is wrong and right. Favourite topic is "Everyone is equal" because it helped us to think that everyone is equal and we must not do the wrong thing to them.

I was a bully kid but because of EPF [Equal Playing Field] I changed my life to become a good person because they taught us about good things and how to be good to others. I don't know if others are changing their lifestyle but for me I changed. Na me choosim [this change] because in my future I won't be the same. I will change and be a good person. I need to change so I can be good in my life and for all my life.'

**Female, Grade 6 student
New Erima Primary School (2020)**

Two primary schools are implementing Safe Schools Frameworks programs. Since July 2020, both schools have developed child protection policies and codes of conduct, ready to be endorsed by their school boards in early 2021. As part of their actions, one school is planning school gate signage of their 10 golden rules, proclaiming the school's zero-tolerance of child abuse and promoting the school as a child safe place.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of family and community tolerance of violence against women being reduced; and women and girls exercising their voice at community level and in local and national government level decision-making forums.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan's stability pillar. It is working closely with the National Department of Education to promote protection of children from abuse and exploitation and stability and social cohesion while transforming gender norms to reduce violence against women and girls.

Contribution to Medium Term Development Plan III and other Government policy

The Safe Schools project contributes to achieving Goal 3.3 of the Medium Term Development Plan III for resourceful and productive youths. It contributes to strategy 3.3.12 to support youths in civic engagement and other school, community and society-based enrichment activities. The project uses sport as a means of educating school students to foster respectful and healthy relationships between girls and boys.

The Safe Schools project contributes to Strategy 4 (Prevention) of the National Gender Based Violence Strategy (2016–2025). It contributes to improved prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society. The project works with primary school student leaders and teachers to become advocates of non-violence within schools.

Plans for January–June 2021

Following training by National Office of Child and Family Services in September 2020, 20 Equal Playing Field staff (14 young women and six young men) will be gazetted as Community Child Protection Volunteers under the *Lukautim Pikinini Act* 2015 in 2021.

Activities deferred from 2020 have been rescheduled. They include: recruitment and training of new Changemakers and school action group leaders; pre-service training for students and staff through the teacher training college and participating schools; and finalising child protection policies and codes of conducts and other Safe School Framework activities, including developing parental plans.

Lessons learned

The changing nature of school schedules continues to affect the projects schedules. The project has learned to negotiate with key focal points at partner schools on the importance of not missing out on sessions and therefore making allowances for catch-up lessons. In 2020, adaptations included hosting some activities in hotels and on weekends.

Main barriers

The state of emergency declared in response to the COVID-19 pandemic led to school shutdowns and changes to the academic year once re-opened. Schools focused on catching up on missed lessons. This led to a reduced number of schools and students involved in the project during 2020. Where possible to do so safely, the project adapted its activities. Key COVID-19 awareness and prevention messages were included in training and, where possible, training was re-scheduled, including being conducted on weekends.

11.10 Protection for Women and Girls during the COVID-19 Emergency (COVID-19 Protection)

Project Partner:	UN Women
Total Funding:	\$2,140,000
Funding Timeframe:	May 2020–December 2021
Funding Sources:	\$1,000,000 (<i>Pacific Women Papua New Guinea</i>) \$1,140,000 (Australian High Commission in Papua New Guinea)

Overview

The Protection for Women and Girls during the COVID-19 Emergency (COVID-19 Protection) project began as an emergency response following the detection of the first case of the virus in Papua New Guinea in March 2020 and the subsequent state of emergency and application of lockdown protocols. The project was an important part of the Australian Government's support to the Government and people of Papua New Guinea in response to the COVID-19 crisis. The project works to ensure 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. The project raises awareness and advocates for protection against sexual exploitation and abuse for the continued safe access to services for survivors of violence against women and children.

The project builds on experiences from previous health pandemics in Papua New Guinea and global research which demonstrates the gendered impacts of disasters. This includes the higher rates of violence against women and children during crises. A rapid assessment of gender-based violence services in Papua New Guinea from March–May 2020 showed that 80 per cent of service providers had closed or were offering reduced accessibility and/or services.

The project uses coordination and community outreach networks with key government and civil society stakeholders used during the humanitarian response to the Highlands earthquakes in 2018. UN Women, as co-Chair, with the Department for Community Development and Religion, of the Protection Cluster has ensuring gender sensitive approaches and attention to the protection of women and girls against sexual exploitation and abuse have been mainstreamed and adopted into all sectoral responses and humanitarian response plans.

The Protection Cluster is a platform to promote coordination, build the capacity and knowledge of organisations and disseminate community awareness materials through multiple networks. The Protection Cluster comprises 45 organisations, including UN agencies, government departments, and local civil society and faith-based organisations. UN Women represents the Protection Cluster in the Disaster Management Team. UN Women coordinates the UN Protection, Sexual Exploitation and Abuse Taskforce established in July 2020.

Aims and objectives

The project objectives are:

- Efficient and effective coordination of gender-responsive and disability-responsive COVID-19 protection work that ensures accountability.
- Information, education, communication and awareness raising on infection prevention and service provision for vulnerable populations.
- Available, accessible, acceptable and quality services for survivors of violence against women and girls to help them overcome the crisis and have a long-term recovery from violence.

Cumulative outcomes to date

The project is on track to achieve its objectives. **The Protection Cluster has provided an effective platform to conduct rapid assessments on the impacts of COVID-19 and lockdowns on women, children and vulnerable groups.** Rapid needs assessments were conducted with 96 frontline

service provider organisations, in markets and in relation to gender-based violence services. The Protection Cluster escalated identified risks and concerns within the Government to the Papua New Guinea COVID-19 Taskforce, Disaster Management Team and the National Control Centre. Through the Protection Cluster, local organisations had increased access to police and justice providers during the state of emergency and were able to resolve issues.

The project is normalising the prioritisation of protection of women, children and vulnerable populations in this, and future, emergency responses. Gender-based violence services have been recognised as ‘essential services’. They remained operational during states of emergency and lockdown periods. The National Control Centre endorsed the Prevention of Sexual Exploitation and Abuse Code of Conduct for All Workers in Emergencies (Code of Conduct) for use in the emergency response and by the Papua New Guinea COVID-19 Taskforce.²⁵⁶ The Code of Conduct was signed by 309 humanitarian staff and 494 volunteers delivering health, water, sanitation, hygiene and food security support. Through UN Women’s technical assistance, prevention of sexual exploitation and abuse priorities and needs have been integrated into the Papua New Guinea COVID-19 Humanitarian Response Plan, the 2020 La Nina Contingency Plan and the Refugee Emergency Joint Contingency Plan 2020. UN Women technical advice to the Disaster Management Team integrates protection needs and ensures women’s participation and decision making within disaster committees into the revised Papua New Guinea *Disaster Management Act 1984*.

The project is providing training to increase the capacity of Protection Cluster organisations. A monthly online learning series provides training by experts. So far, 140 staff (93 women and 47 men) from 23 organisations (including government departments) have participated in sessions which include learning the protection principles, how to identify sexual exploitation and abuse risks during emergencies for different groups of people, how to engage communities on protection issues through communication materials, and how to set up complaints and feedback mechanisms for accountability purposes. The project includes a specific program of workshops focused on building the organisation administrative capacity and disability specific advocacy skills of five local disabled peoples organisations. The workshops will help these small grass root groups to register their organisations, which is an important step to them being able to seek and receive funding.

The project has quickly developed gender-sensitive COVID-19 education and awareness materials and used the Protection Cluster and other networks to ensure wide dissemination. Community health workers, civil society organisations and volunteer networks, church partners and community leaders are using the project’s COVID-19 Face to Face Community Awareness Guidelines to safely raise COVID-19 awareness. The Guidelines include the Code of Conduct for best practice.

UN Women has created, printed and distributed 20,450 posters on COVID-19 awareness and prevention messages in three languages. Outreach awareness through community networks has reached at least 42,750 people across 11 provinces as well as through social media and radio. A suite of posters has been created with infection prevention messages targeting different situations: communities; markets; and public transport. UN Women effectively activated networks, including those created or strengthened through other activities funded through *Pacific Women* to reach communities. The network of 110 community mobilisers (66 women and 44 men) first engaged under the *Gutpela Sindaun bilong ol Meri na Pikinini* project in Hela and Southern Highlands have provided community awareness on COVID-19 and protection needs to 17,902 people (9,882 women and 8,020 men).²⁵⁷ They have worked to dispel myths and to provide factual safe awareness and prevention messages. Working in collaboration with the elected women representatives on the Motu

²⁵⁶ The Code of Conduct has been updated from the one used during the Highlands earthquake response to better capture child protection principles, survivor centred support and the key principles for providing humanitarian aid. It also provides more specificity on vulnerable groups and the meaning of exploitation and abuse in the context of COVID-19.

²⁵⁷ The *Gutpela Sindaun bilong ol Meri na Pikinini* project was co-funded by the Australian Government through *Pacific Women* in response to the humanitarian crisis following earthquakes in Hela and Southern Highlands provinces in 2018. For more information on the *Gutpela Sindaun bilong ol Meri na Pikinini* project see the *Pacific Women in Papua New Guinea Performance Report 2018–2019* at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2018-2019/>.

Koita Assembly COVID-19 awareness messages were provided in *Motu* language on the radio, potentially reaching 285,000 people.²⁵⁸ UN Women engaged and trained 20 market managers (14 women and six men) to provide awareness sessions in eight Port Moresby markets on infection prevention. In Koki Market awareness sessions have reached 587 market vendors, market clerks and security personnel (294 women and 293 men).²⁵⁹ In Lae, the Provincial Health Authority and youth networks are providing COVID-19 awareness in their communities.²⁶⁰

Gender-based violence and child protection referral pathway information is included in all health COVID-19 awareness and training to increase knowledge of available services. COVID-19 frontline training for health workers includes a 'gender-based violence tip sheet' to increase their awareness on how to identify and refer survivors of gender-based violence. Over 4,000 posters on gender-based violence awareness and referral pathways for survivors have been distributed along with the COVID-19 posters by 96 organisations across 11 provinces. The distribution networks include Provincial Councils of Women, police Family and Sexual Violence Units, hospitals and Family Support Centres, human rights defenders and other civil society organisations.

The project has significantly contributed to ensuring that services for survivors of violence remain operational and accessible in the COVID-19 context. In addition to advocating for gender-based services as essential services during the state of emergency lockdown, the project responded to the needs of 96 frontline service providers by buying and distributing 10,000 re-useable face masks to safe houses, Family Support Centres and market vendors.

UN Women's package of COVID-19 support to 13 safe houses across six provinces ensured support to 1,863 survivors of violence (1,423 women and girls and 440 men and boys). The package of support included the development of COVID-19 safe house operating guidelines, training of 36 female safe house staff and distribution of face masks and other personal protective equipment, food vouchers, dignity and hygiene kits. The guidelines have been well received as a practical tool helping staff to receive referrals, home quarantine survivors safely and promote staff and survivor safety and wellbeing.

The project is partnering with ChildFund to expand access to telephone counselling and referral services. This project provided additional funds allowing ChildFund to extend the *1-Tok Kaunselin helpim lain* in November 2020 to be available 24 hours, seven days a week. The increased hours and introduction of a Facebook presence is designed to meet the increased calls experienced between May–July 2020.²⁶¹ By January 2021, the helpline counsellors had supported 433 identified survivors of violence and provided information on gender-based violence to even more callers. Further, the project supported ChildFund to train St Johns Ambulance call centre and emergency staff to respond to the needs of survivors of gender-based violence and to provide referral information in Kokopo in East New Britain and the National Capital District. Between May–November 2020, St Johns Ambulance staff supported 133 female survivors of violence, over half were survivors of family violence. The project is now working with call centre staff from the National COVID-19 hotline to refer callers seeking assistance or information relating to gender-based violence to the *1-Tok Kaunselin helpim lain* as well.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcome of the national response to violence against women and children being strengthened.

²⁵⁸ The women representatives on the Motu Koitabu Assembly are also involved in the UN Women-led, Women Make the Change project funded through *Pacific Women* and the New Zealand Government. For more information, see Activity Summary 9.2.

²⁵⁹ Through the *Pacific Women*-funded Port Moresby: A Safe City for Women and Girls program UN Women worked with the National Capital District Commission and market vendors across Port Moresby. For more information see 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/>.

²⁶⁰ The youth network in Lae have been mobilised through the *Sanap Wantaim* initiative implemented by UN Women under the Safe Public Transport for Women and Girls project. For more information, see Activity Summary 11.3.

²⁶¹ United Nations Population Fund (June 2020). *The State of Gender Based Violence During the COVID-19 Crisis and State of Emergency*. Online reference included in Annex 6.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar by supporting protection and services for survivors of family and sexual violence.

Contribution to Medium Term Development Plan III and other Government Policy

The COVID-19 Protection Project contributes to achieving Goal 5.2 of the Medium Term Development Plan III of an integrated approach for service delivery in districts. The project contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development with a focus on referral pathways and support services for survivors of gender-based and sorcery-related violence and child protection.

Plans for January–June 2021

The project is focusing efforts on mitigating the long-term harmful impacts on women and girls of the lockdowns and economic hardships. UN Women is looking at social protection mechanisms in the informal economy where women have lost significant income and livelihoods during 2020.

The project will continue to build the knowledge and skills of stakeholders relating to identifying and mitigating protection risks and harmful coping strategies. To ensure compliance with the Code of Conduct, training on preventing sexual abuse and exploitation will be prioritised for police and defence personnel.

To promote a gendered response now and in all future disaster mitigation, planning and response, a three-day learning package will be delivered across the 11 target provinces in February–May 2021. Targeting staff from faith-based organisations, local government authorities, provincial disaster committees, and community-based organisations, the training focuses on:

- Disaster preparedness and response; with a focus on disability and gender inclusion.
- Protection and gender mainstreaming in emergencies - tools and strategies for advocacy at local and provincial level.
- Setting up Complaints and Feedback Mechanisms and promoting ethical conduct through organisational policy and codes of conduct.

As the coordinator for the UN Protection of Sexual Exploitation and Abuse Taskforce, UN Women is undertaking a country risk analysis, developing a detailed plan for building capacity, knowledge and systems and developing a resource guide.

Lessons learned

UN Women was able to use the data collected through rapid assessments in markets, of gender-based violence service providers to both raise the importance of the impacts on women and children and to inform targeted COVID-19 communication messages and materials.

Papua New Guinea and global assessments indicate that the pandemic has reversed development gains and resulted in socio-economic damage that will require substantial efforts to restore. UN Women is seeking to harness the political will demonstrated in proactively taking measures to prevent the spread of COVID-19 virus to address pre-existing challenges such as gender-based violence, income inequalities and discrimination.

Main barriers

The restrictions on movement, travel and business meant that UN Women and stakeholder staff were unable to meet face-to-face. Not all staff were able to work from home. Online connectivity, especially for remote stakeholders, was unstable. Decision making was at times slower than in other situations.

11.11 Scaling up technical assistance to Family Support Centres

Project Partner:	FHI 360
Total Funding:	\$500,000
Funding Timeframe:	May 2021–September 2021
Funding Sources:	\$500,000 (<i>Pacific Women Papua New Guinea</i>)

Overview

This project provides technical, financial and advocacy support to seven Provincial Health Authorities to improve the capacity of Family Support Centres to provide essential services to survivors of violence.

Mandatory social isolation, travel and movement restrictions imposed to prevent the spread of COVID-19 during 2020 increased the exposure of women and girls to family and sexual violence while limiting their access to essential services. The Governments of Papua New Guinea and Australia recognised maintaining Family Support Centre operations and improving the quality and comprehensiveness of their services as a priority in response to COVID-19 restrictions.

The project builds on relationships, experiences and expertise developed through the *Kommuniti Lukautim Oi Meri* project and the Family Support Centres in Arawa and Daru project, both funded through *Pacific Women*.²⁶² The project will support Provincial Health Authorities to comply with the National Department of Health's Gender Based Violence Service Provision Policy Guide and the Sexual and Gender Based Violence Clinical Guidelines due to be launched in first half of 2021.

FHI 360 conducted a rapid facility needs assessment in October 2020. Based on this assessment and National Department of Health guidance, the project works with Provincial Health Authorities in Bougainville and in East Sepik, Madang, New Ireland, West New Britain, West Sepik and Western Provinces. These provinces have been identified as having Family Support Centre facilities facing significant capacity challenges and as having high rates of family and sexual violence incidences. Key capacity challenges that will be addressed include infrastructure, financial, operational, service, staffing, technical and referral pathways.

The project is working with the National Department of Health through the Family Support Centre at Port Moresby General Hospital to update and rollout training curriculum consistent with the new National Sexual and Gender Based Violence Clinical Guidelines.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of quality services that support survivors of family and sexual violence being adequately available and accessible across priority provinces; and the national response to violence against women and children being strengthened.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan health security pillar by supporting Provincial Health Authorities to improve delivery of health care services, supporting workforce training and improving health information systems.

Aims and objectives

The project objectives are:

- Support Provincial Health Authorities to operationalise Family Support Centres as mandated.
- Build the capacity of Family Support Centres to provide the five essential services to survivors of violence.

²⁶² For more information on the *Kommuniti Lukautim Oi Meri* project, see Activity Summary 11.4. FHI 360 supported the National Department of Health to develop and pilot the Healthcare Workers Manual as part of the Family Support Centres in Arawa and Daru project in 2017. More information on this project is available in the *Pacific Women* in Papua New Guinea 2018–2019 Performance Report at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2018-2019/>.

- Develop and support Family Support Centres to maintain a standard information management system.
- Strengthen the referral capacity of Family Support Centres.

Contribution to Medium Term Development Plan III and other Government Policy

The Scaling up technical assistance to Family Support Centres project contributes primarily to achieving Goal 3.2 of the Medium Term Development Plan III. The project contributes to Goal 3.2 of improved health systems and outcomes by strengthening Family Support Centre capacity to deliver essential services to survivors of gender-based violence.

The project contributes to Strategy 3 (Services) of the National Gender Based Violence Strategy (2016–2025). It contributes to high quality and effective processes, procedures and Family Support Centre services to support survivors of gender-based violence including improved collection, analysis and use of data.

Plans for January–June 2021

The project will begin in April 2021. Initial activities include workshops with hospital boards, management and staff in each of the Provincial Health Authorities to raise awareness on how to operationalise the ‘One Stop Shop’ Family Support Centre model. These workshops will be used to develop an agreed scope of specific support that FHI 360 can provide to enable the Family Support Centres to address priority gaps preventing the delivery of the five essential services and strengthening the internal and community referral networks.

FHI 360 and National Department of Health staff will review and align the Healthcare Workers Manual with the new Sexual and Gender Based Violence Clinical Guidelines. The project will then support roll-out of training on the use of the Clinical Guidelines and the updated Healthcare Workers Manual.

11.12 Creating a Movement to End Violence against Women and Girls in Papua New Guinea: The SASA! Pilot and Family Support Centre Assistance Project (completed August 2020)

Project Partner:	Population Services International
Total Funding:	\$5,349,694
Funding Timeframe:	Phase 1: October 2015–March 2018 (Family Support Centre Assistance Project) Phase 2: April 2018–August 2020 (SASA! Pilot)
Funding Sources:	\$977,802 (<i>Pacific Women Papua New Guinea Phase 1</i>) \$3,704,892 (<i>Pacific Women Papua New Guinea Phase 2</i>) \$500,000 (<i>Pacific Women regional program Phase 2</i>) US\$127,000 (United States Government Phase 1)

Overview

This project intended to adapt and pilot the SASA! Together prevention model in three urban and one rural location in Papua New Guinea. However, changes in the funding landscape for implementing partner Population Services International shifted significantly in 2018 and 2019. In November 2019, Population Services International decided to close its Papua New Guinea office.

Population Services International, the *Pacific Women* Support Unit and Australian High Commission staff actively pursued options in 2019 to diversify funding to continue the pilot. They held meetings with the World Bank, UN Women, UN Population Fund, Global Fund, the United States Ambassador, Minister for Health, the FSVAC and the National Youth Development Agency. While there was a collective desire that the project should continue, by March 2020 with no commitments in place and

the global COVID-19 pandemic declared, the pilot was closed. The summary below provides information on implementation of the SASA! Pilot project.

SASA! Together is an evidence-based community mobilisation approach to prevent violence against women by addressing the root cause – the imbalance of power between women and men at the individual, community and society levels.

The SASA! approach was developed by Raising Voices, a Kampala based non-profit organisation. A randomised control study conducted in Kampala, Uganda demonstrated that SASA! brought about positive changes in behaviour and led to decreased gender-based violence and risk of HIV. SASA! is used in more than 20 countries by 60 different organisations. In February 2018, *Pacific Women* approved a technical proposal to test SASA! through a pilot in Papua New Guinea.²⁶³

As the project was mobilising, Raising Voices announced they were in the process of significantly revising the model to SASA! Together to take account of broader evidence and learning from a review of SASA! over the previous decade. SASA! Together revised the theory of change and alignment of strategies and evaluation tools. In March 2019, Population Services International adjusted implementation to transition activities to new tools to become one of the first countries to test SASA! Together.

Aims and objectives

The twin goals of the SASA! Pilot project were to shift a community's norms that accept and perpetrate violence and gender inequalities to norms that actively work to prevent them; and to validate the effectiveness of SASA! Together in a rural and an urban community.

SASA!'s implementation is structured into four phases of change:

- Start: Foster personal reflection about power and nurture **power within**.
- Awareness: Deepen analysis of men's **power over** women and the community's silence about it.
- Support: Build skills and encourage community members to join **power with** others to prevent violence against women.
- Action: Use collective **power to** formalise and sustain change that prevents violence against women.

Volunteer community activists (members of the local community, not project staff) make use of everyday opportunities to talk about the different types of power at the different stages to spark lively, reflective discussions about experiences in their community.

Cumulative outcomes to date

By the end of year two, in line with the pilot objectives, the pilot had demonstrated an **increase and improvement in community activism, support and response to women experiencing intimate partner violence, including help-seeking behaviours at an individual and community level**. SASA! Together was influencing what people know, feel and do about violence against women at individual and community levels.

There was a strong and positive response by community leaders, provincial administrators, civil society and faith-based organisations in the six SASA! Pilot project communities (three urban and three rural sites).²⁶⁴ By the end of 2019, 389 community activists and leaders had completed Start Phase training. These individuals now have the power to lead the change they want to see in their communities.

²⁶³ *Pacific Women* funding in Phase 1 supported an initial project focused on strengthening the Port Moresby General Hospital's Family Support Centre.

²⁶⁴ The SASA! Pilot engaged with communities in Kaugere/Sabama, Morata and Hanuabada in the National Capital District and in Bewani District, West Sepik Province. Community asset mapping in Bewani took place in the absence of existing maps. The team developed a map including rivers, roads, hamlets and village locations, refined over time that are now used by district and provincial administrators as well. The process identified that the District included three distinct sub-communities.

In Bewani in West Sepik Province after engaging with the pilot, a woman, Judy, chose to become a community activist, the Health Extension Officer chose to develop skills in survivor referrals, the District Administration chose to re-open a rural Aid Post and the Provincial Director for Village Courts and Land Mediation supported four SASA! Together activists who wanted to strengthen their skills and be trained as village court magistrates. The collective impact of these individual choices is measurable: Following an activity run by Judy, parents raised concerns over three child protection matters. Judy referred the parents to the newly trained village court magistrates and Bewani Health Centre. The matters are now being prosecuted in the District Court. During a Provincial Administration SASA! Together progress meeting, the District Court representative who received these cases said, 'What the SASA! approach has been able to do is operationalise our law and policy into action.' **The Bewani Ward Councillor included community leader positions in the Ward 2020 budget to continue the SASA! Together approach.**

Collectively, community activists conducted almost 900 SASA! Together activities, **reaching approximately 29 per cent of the urban pilot population (reaching 11,808 community members) and 79 per cent of the rural site population (reaching 5,829 community members)**. This includes 9,592 women, 7,586 men and 202 people who either identified as transgender or were not sex disaggregated, including 257 people with disabilities.

One of the SASA! Together strategies focuses on media and advocacy. The pilot engaged with seven key journalists from major media outlets, with three completing the full SASA! Together Start Phase Training. They wrote articles promoting balance of power, celebrating communities taking action to prevent violence against women, advocating for referral pathway training and the implementation of the National Gender Based Violence Strategy. These articles reached a combined audience of 1.5 million people nationwide. The project tracked and monitored reporting in the two national English language newspapers. As a result of the project's engagement, there was a **noticeable improvement in the ethical and survivor-centred approach to reporting of police and court stories by December 2019.**

Population Services International completed the mixed methods **baseline assessment and formative research of the pilot and shared it with stakeholders in December 2019.** It provides valuable lessons and insights for future violence prevention programming in Papua New Guinea. The research indicates that practices such as child marriage, vigilantism, bride price and sorcery accusation-related violence are 'normal' everyday occurrences and contribute to high rates of violence experienced by women in each of the pilot sites. Understanding the complex and possibly reinforcing relationships between these practices could help to develop targeted and effective holistic approaches to violence prevention in Papua New Guinea and the Melanesian context.

Project close out activities were curtailed by the COVID-19 pandemic and response. Those that took place focused on celebrating successes, progress already made and embedding learnings. Population Services International has shared project resources with local partners and for use and adaptation in the future. A document with highlights, insights and lessons learned has been produced to share the lessons of the pilot. While the pilot was not completed, it provided early evidence of the efficacy of SASA! Together as an investment in prevention programming in Papua New Guinean contexts.

The project contributed to the *Pacific Women* in Papua New Guinea long-term outcomes of family and community tolerance for violence against women being reduced; and enhanced knowledge and evidence informing policy and practice.

The project was aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar by supporting protection and services for survivors of family and sexual violence.

Contribution to Medium Term Development Plan III and other Government Policy

The SASA! Pilot project contributed to achieving Goal 5.2 of the Medium Term Development Plan III of an integrated approach for service delivery in districts. It contributed to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development by working with communities to end violence against women.

The SASA! Pilot project contributed to Strategy 2 (Research) and Strategy 4 (Prevention) of the National Gender Based Violence Strategy (2016–2025). It contributed to improved collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts through its baseline assessment and formative research about drivers and manifestations of gender-based violence in pilot locations. The project contributed to improved prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society through its training of local community leaders to become activists who spark discussion on how everyone is using their power.

The SASA! Pilot project contributed to the National Research Agenda 2015–2025 Focus Area 1.11 (Youth and Gender). The baseline assessment and formative research informed understanding of the drivers of conflict within families and communities relating to family and sexual violence.

Lessons learned

An important reflection on the SASA! approach has been how the concept and language of ‘power’ resonates. Discussing the power facilitated open and less confrontational discussions and allowed for critical self-reflection about the use of power between men and women. The SASA! training and process guided project staff, community activists and government, service provider and media stakeholders to understand that power is something all individuals have and is not finite. They came to understand power imbalances between men and women as the root cause of violence. This approach was observed as being transformative. In Papua New Guinea, too often men have heard ‘gender’ as ‘women’s business’ and therefore not something they need to engage with; or they have understood it in zero sum terms.

One of the core essentials of SASA! Together is activism: identifying, mentoring and supporting activism to ensure sustainability of and commitment to the change sought. An activist is driven from within by a personal desire and motivation to see and be part of the change. They find opportunities to use SASA! Together in their everyday lives. This is different from being a volunteer. This concept was initially challenging due to the expectation of payment of volunteers. It was observed that as individuals became more engaged with SASA! Together, and deepened their understanding of power and activism, they increasingly identified themselves as activists.

SASA! Together staff are also ‘activists’ and play a pivotal role in the recruitment, training, and mentoring of other activists. Investing time in finding and developing staff with a passion for preventing violence against women and wanting to make positive changes in their communities is a key activity and requires ongoing investment and effort. The continued development of the SASA! Together staff in what they know, feel and do is directly linked to the fidelity and quality of implementation of the SASA! Together approach – and therefore the quality of outcomes.

Initial asset mapping of target communities was essential in allowing the team to understand the idiosyncrasies and formal and informal leadership arrangements. This also allowed the staff to set up systems of support before engaging community members in actual activities. The SASA! approach maps all the positive assets and resources available to and within communities. That is, the services available, organisations, venues, markets, sports teams and other clubs, regular community events, skills and talents of community members. Community members experienced the mapping exercise as empowering and useful and as an opportunity to build relationships and identify potential activists.

Baseline findings showed that respondents with disabilities were more likely to have attitudes which justified or minimised violence against women. This was also the finding from the *Kommuniti Lukautim*

Oi Meri Family Wellbeing Survey in Western Highlands and West Sepik Provinces.²⁶⁵ While more research is needed to uncover the precise reasons for these attitudes, it is possible that they are a consequence of the severe marginalisation that people with disabilities experience. For example, people with disabilities may have less exposure to conversations which challenge harmful social norms that often take place in schools, universities, places of employment, sites where health and social services are delivered and in community spaces more generally. The inclusion of people with disabilities must be specifically and strategically considered in program implementation in order for change to reach all parts of the community.

11.13 Building the Capacity of the Family and Sexual Violence Action Committee (completed June 2020)

Project Partner:	National Secretariat of the Family and Sexual Violence Action Committee through the Institute of National Affairs
Total Funding:	\$1,529,546
Funding Timeframe:	Phase 1: October 2014–December 2018 Phase 2: January 2019–June 2020
Funding Source:	\$859,097 (<i>Pacific Women</i> Papua New Guinea Phase 1) \$670,449 (<i>Pacific Women</i> Papua New Guinea Phase 2)

Overview

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

The FSVAC’s mandate is to reduce the occurrence of and suffering caused by family violence or other forms of gender-based violence; and to increase access to support services and justice for survivors. The FSVAC provides coordination, networking, advocacy and capacity building services to over 80 network partners. Network partners include representatives from the Government of Papua New Guinea, public and private sector service providers, non-government organisations, community advocates, churches and donor agencies. The FSVAC supports the formation of similar multisector committees at provincial and district levels referred to as Provincial and District FSVACs respectively. The FSVAC also provides support for the Papua New Guinea Counsellors Association and the *1-Tok Kaunselin Helpim Lain* project, in partnership with ChildFund as an auspice organisation.

In October 2014, *Pacific Women* commissioned an in-depth organisational capacity assessment of the FSVAC. *Pacific Women* provided technical advisory support to the FSVAC to implement the recommendations from the FSVAC’s Capacity Plan from July 2015–December 2019. To deliver activities, the FSVAC works with a range of donors and partners: United Nations agencies; the World Bank; FHI 360; ChildFund; World Vision; the National Department of Health; provincial administrations; and law and justice sector agencies.

During the period May 2016–June 2020, *Pacific Women* provided 31 months of operational and activity grant funding to ensure that the FSVAC could continue to deliver its mandate. From August 2020, the FSVAC received funding through the Spotlight Initiative. *Pacific Women* continues to work collaboratively and in dialogue with the FSVAC.

²⁶⁵ For more information about the *Kommuniti Lukautim Oi Meri* project, see Activity Summary 11.4.

Aims and objectives

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

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

Cumulative outcomes to date

Pacific Women's funding and technical support enabled the FSVAC to deliver its mandate, re-focused its strategic direction and strengthened its organisational and staff capacity. *Pacific Women* support **enabled the FSVAC and staff to continue to operate during COVID-19 related lockdowns in 2020** with a focus on communication and advocacy. The FSVAC advocated with key government influencers and through the media for gender-responsive services to be considered essential services. In response to the COVID-19 pandemic, the FSVAC increased its community awareness raising through SMS blasts and radio messages. These messages sought to prevent family and sexual violence incidences and provided information on how to seek help if they occur.

The FSVAC has put in place or is developing a range of **organisational strategies, policies and procedures and staff skills and capacity has increased**. Since 2016, the FSVAC has delivered its mandate to support government and civil society to address family and sexual violence in four strategic areas: legal reform and policy development; service provision; communication and advocacy; and research and knowledge management. The FSVAC has developed a comprehensive Monitoring, Evaluation and Learning Framework and drafted a new Communication Strategy and five-year strategic plan aligned with the National Gender Based Violence Strategy.

Key outcomes in relation to policy developments include the **launch of the National Strategy to Prevent and Respond to Gender Based Violence (2016–2025) in 2017**. The FSVAC was a key partner in the Strengthening National Coordination project through which the strategy was developed.²⁶⁶ At the 2020 Human Rights Forum, the Papua New Guinea Government announced a commitment of PGK1.25 million over two years to **establish a Human Rights Commission and Secretariat** within the Department of Justice and Attorney General. The Government also provided funding toward the implementation of the Sorcery Accusation Related Violence National Action Plan of PGK500,000 in 2020. The FSVAC co-chairs the Sorcery Accusation Related Violence National Action Plan Committee with the Department of Justice and Attorney General and consistently advocates for resources for human rights protection.

In 2020, the FSVAC, the Department of Justice and Attorney General and the Papua New Guinea National Research Institute **developed a tailored village court officials sorcery accusation-related violence sensitisation training curriculum**.²⁶⁷ The training intends to improve responses to accusations of sorcery, to reduce the incidences and impacts of violence and to increase support through effective district referral pathways for those accused where needed. The training focuses on increasing village court officials' knowledge of and compliance with human rights, gender sensitisation, laws relating to and consequences of sorcery accusation-related violence and gender-based violence. The training also helps village court officials to understand the importance of and to map local referral pathways for survivors. The Department of Justice and Attorney General and

²⁶⁶ The *Pacific Women*-funded Support for Strengthening National Coordination, Implementation and Monitoring Mechanisms to Prevent and Respond to Family and Sexual Violence project was completed in March 2019. More information on this 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/>.

²⁶⁷ The training curriculum builds on FSVAC gender sensitisation training and research on responses to sorcery accusation related violence developed through the *Pacific Women*-funded Improving the Impact of State and non-State interventions in overcoming Sorcery Accusation-related Violence. For more information on this research project, see Activity Summary 12.2.

FSVAC began delivering this training in July 2020 in Eastern Highlands, Enga, Jiwaka and Southern Highlands Provinces.

In 2020, the FSVAC finalised its **Male Advocacy Resource Guide**. The resource guide is a Pacific initiative contextualised to the Papua New Guinea context. It guides best practice in relation to male advocacy and to champion focused programs. The resource guide complements the FSVAC's **Male Advocacy for Women's Human Rights and Gender Equality training package finalised in 2019**. The FSVAC is delivering this gender transformative program with communities and groups, starting with participants from seven mainline churches in 2019.

The FSVAC finalised **Safe House Guidelines** in 2019 to improve the quality and expansion of safe house services for survivors of violence. The FSVAC also provided technical input into the COVID-19 safe house operating guidelines produced by UN Women in 2020. The FSVAC provides awareness and training on the Guidelines and conducts safe house audits to strengthen safe house management. The FSVAC is working to strengthen the Catholic safe house network and conducted audits of three safe houses in Kokopo, Madang and Wewak in May 2019. In 2020, the FSVAC continued to provide technical support on safe houses for District FSVACs and consulted with them to determine future support options, including those in the National Capital District.

In partnership with the Department of Justice and Attorney General, the FSVAC developed the **Referral Pathway Guidelines and the Survivor Advocate toolkits** in 2018. These tools provide duty bearers, service providers and community activists with knowledge of the laws, and practical skills to assist survivors to navigate the legal and court systems. They are supporting efforts to transform attitudes of women and men towards gender inequality. In December 2019, the FSVAC provided survivor advocate training for 13 Papua New Guinean Defence Force personnel.²⁶⁸ This was the first time most participants learned of available survivor services and they have requested further training. These tools are being used by various local partners including *Pacific Women*-funded partners. Family for Change used the toolkits in their work with communities in West Sepik, and, following the training, one of the communities introduced community by-laws. The Women and Extractives project engaged FSVAC to facilitate training for village court officials and communities as part of their community gender sensitisation sessions, particularly targeting male community leaders.

FSVAC supports Provincial FSVACs to institutionalise and strengthen their coordination desks by developing implementation plans and budgets. This includes: motivating local committees; improving the understanding of roles within the referral pathway; identifying and training interested volunteers and local leaders to expand and deepen local networks; providing training and communication materials to network partners; promoting community-based methods of prevention and survivor support; and actively involving local churches in community prevention and response. As a result of training in Kikori in Gulf Province in 2019, the FSVAC is helping to establish a District FSVAC coordination desk.

The FSVAC provides training to police officers and village courts officials on the **Family Protection Act 2013, human rights and issues surrounding sorcery accusation-related violence and victim support** to increase prosecution of offenders and improve justice responses. In 2020, the FSVAC delivered family and sexual violence response and prevention training for village court magistrates, police and other key service providers, including church and civil society organisations in the Mul Baiya Lumusa District in Mt Hagen in Western Highlands Province.²⁶⁹ The FSVAC has helped establish a Mul Baiya Lumusa District FSVAC and is strengthening the referral pathway for survivors.

In 2019, the FSVAC worked with the Department of Justice and Attorney General's Gender Equity and Social Inclusion focal points and gender focal points within other law and justice agencies to improve their understanding of gender concepts and human rights. Focal points are now better able to

²⁶⁸ This training was funded by the Australian Government through the Papua New Guinea-Australia Partnership.

²⁶⁹ This FSVAC training and follow up support to realise the referral pathway is funded through the Papua New Guinea-Australia Partnership's Citizenship and Decentralisation Partnership.

support their colleagues in law and justice agencies and more effectively implement the government's Gender Equity and Social Inclusion Policy.

FSVAC sustained their **outreach and advocacy through press releases, advertorials in the print media, national radio talkback shows, national TV interviews, increased social media engagement, e-newsletters, and key advocacy campaigns**, such as the global One Billion Rising Campaign and the FSVAC-led local 'Thursdays in Black' Facebook campaign. The 'Thursdays in Black' campaign calls for an end to all forms of violence, oppression and injustices against women, men and children. It gained momentum following publicity surrounding the tragic death of another young woman due to intimate partner abuse in June 2020. Papua New Guinean businesses, including the Bank of South Pacific, Nambawan Trophy Haus Limited and ProPest Control Limited have joined their voices to the campaign, posting photos of their support and highlighting issues of domestic and intimate partner violence.

The FSVAC continued to **support media outlets and journalists to improve gender-sensitive and ethical reporting on gender issues**. This helps journalists take a do no harm approach – protective of identity and privacy – in their reporting. In January 2020, the FSVAC began its media watch research project to analyse current media representation of gender-based violence to support strategies for gender-sensitive, ethical reporting.²⁷⁰

The FSVAC contributed to the *Pacific Women* in Papua New Guinea long-term outcomes of quality services that support survivors of family and sexual violence being adequately available and accessible across priority provinces; and the national response to violence against women and children being strengthened.

The FSVAC's work is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar by supporting protection and services for survivors of family and sexual violence.

Contribution to Medium Term Development Plan III and other Government Policy

The Building the Capacity of the Family and Sexual Violence Action Committee project contributed to achieving Goal 5.2 of the Medium Term Development Plan III for an integrated approach for service delivery in districts. It contributed to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development by strengthening provincial and district family and sexual violence coordination desks and building local referral networks.

The project contributed to Strategy 1 (Governance), Strategy 3 (Services) and Strategy 4 (Prevention) of the National Gender Based Violence Strategy (2016–2025). The project contributed to improved governance and institutional framework, policy and regulatory framework, finance and infrastructure, planning and administration for national gender-based violence interventions primarily through its work to institutionalise and strengthen provincial and district coordination desks. The project contributed to improved quality and effective processes, procedures and services to prevent gender-based violence and support survivors of gender-based violence (for example by developing the Safe House Guidelines and training to improve safe house management). The project contributed to improved prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society (for example through its male advocacy training package and training on relevant laws, policies and gender sensitisation of community leaders and duty bearers).

Lessons learned

Commitment from the local provincial or district administration is a critical pre-requisite to establishing effective and adequately resourced provincial and district family and sexual violence coordination desks. Effort and time are required to ensure that decision makers understand the consequences of

²⁷⁰ This project is funded through the *Pacific Women*-funded Research Training Program. For information on the Research Training Program, see Activity Summary 12.3.

family and sexual violence and the development benefits (and policy requirement) of improved coordination and responses. Provincial Executive Council decisions need to institutionalise coordination desks with staff funded from within the provincial budget.

11.14 Now is the Time: United for Equality and an End to Gender-Based Violence (starts July 2021)

Project Partner:	UN Women
Total Funding:	\$1,000,000
Funding Timeframe:	July 2021–June 2022
Funding Sources:	\$1,000,000 (<i>Pacific Women Papua New Guinea</i>)

Overview

The United for Equality project 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 that are free from harassment, exploitation, and abuse. The project builds on the success of the Safe City and Safe Public Transport projects.²⁷¹ It leverages the momentum of the political leadership of the Coalition of Parliamentarians to bring about dramatic reductions in violence against women. Working with the authorities in the two largest urban centres of Papua New Guinea, the project will support these authorities to positively influence the behaviour of their staff, service contractors and stakeholders while instituting community owned solutions.

In the National Capital District, the project will support the implementation of the National Capital District Commission's Gender Based Violence Strategy's communications campaign. The 'Now is the Time: United for Equality and an End to Gender-Based Violence (U4Equality)' communication strategy is a city-wide campaign supporting each of the Strategy's three pillars:

Pillar 1: Walk the talk – the National Capital District Commission will become a gold standard in gender equality, non-violence and anti-harassment and ensure all staff adhere to its code of conduct.

Pillar 2: Deliver accountability – the National Capital District Commission's programs and contractors will all become leaders in ending gender-based violence in Port Moresby and the National Capital District Commission will hold them accountable.

Pillar 3: Disrupt and demand – the National Capital District Commission will become a significant, unified voice that disrupts, demands and delivers change at a provincial and national level.

The project will provide technical advice and financial support to ensure that the campaign:

- Empowers women and girls with knowledge of their rights and how to protect them.
- Aligns men and boys with women and girls as partners and allies.
- Creates collaborative initiatives that rally people together around a common cause.
- Inspires citizens to take responsibility for how each of them can be a part of creating an equitable city where everyone has the opportunity to achieve their dreams.

An end of campaign evaluation will assess the impact and future work will be conducted.

In Lae, the project builds on the existing relationships and momentum building successes of the Safe Public Transport project. It will assist the Lae City Authority develop gender sensitive plans and strategies to improve safety for women and girls in public spaces. The plans will be aligned with Morobe Provincial Development Plan including Provincial Gender Based Violence Strategy. UN

²⁷¹ 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/>. For more information on the Safe Public Transport project, see Activity Summary 11.3.

Women will work in partnership with the Business Coalition for Women to provide technical assistance to the city authority on initiatives to make public spaces safe for women and girls.²⁷²

Aims and objectives

The aim of the project is to support the National Capital District Commission and Lae City Authority design and deliver safe and universally accessible public spaces for women and girls that are free from harassment, exploitation and abuse.

Specifically, the project objectives are to:

- Increase key stakeholders and the public's access to information on gender equality and empowerment of women.
- Improve women's safety in accessing public spaces at targeted project sites – with a target that at least 55 per cent of women and girls report improved safety.

Contribution to Medium Term Development Plan III and other Government Policy

The United for Equality project contributes to achieving Goals 3.3 and Goal 5.2 of the Medium Term Development Plan III. The project contributes to strategy 3.3.12 to support youths in civic engagement and other school, community and society-based enrichment activities by creating grassroots movements of young people to mobilise against violence so that women and girls can achieve their full potential. The project works with civil society, police and the National Capital District Commission and Lae City Authority to advocate for policy, infrastructure and behaviour changes to improve the safety of public transport and public spaces, especially for women and girls. The project also contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development. The project promotes a coordinated approach to prevention and response to gender-based violence with government and non-government stakeholders to design and implement sub-national plans and strategies.

The project contributes to Strategy 3 (Services) and Strategy 4 (Prevention) of the National Gender Based Violence Strategy (2016–2025). It contributes to improved quality and effective processes, procedures and services to prevent gender-based violence in public spaces by building the capacity of duty bearers in both National Capital District and Lae. The project contributes to improved prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society, primarily through the behaviour change campaign.

²⁷² For more information on the Business Coalition for Women, see Activity Summary 10.2.

12 Outcome 4 – Enhanced Knowledge and Understanding

12.1 Developing Communication Strategies for Social Change against Sorcery Accusation-Related Violence

Project Partner:	Queensland University of Technology in partnership with the Centre for Social and Creative Media at the University of Goroka
Total Funding:	\$2,036,774
Funding Timeframe:	August 2016–September 2021
Funding Sources:	\$1,346,000 (<i>Pacific Women Papua New Guinea</i>) \$690,774 (Queensland University of Technology)

Overview

This research project integrates communication for social change approaches to develop communication materials and strategies to prevent sorcery accusation-related violence. It builds on successful models of arts-based advocacy developed by the Centre for Social and Creative Media at the University of Goroka.²⁷³ The project identifies and develops key narratives in collaboration with relevant stakeholders. It uses arts-based approaches (photography, digital storytelling and film). The design process involves both community and technical experts to develop communication strategies and materials that are locally appropriate and acceptable in order to reduce sorcery accusation-related violence in Papua New Guinea.

The project undertakes activities under the initiative *Yumi Sanap Strong – Laif Em Bikpela Samting* which promotes strength and the value of human life as key components when seeking to address sorcery accusation-related violence. It works with five local human rights defender partners, namely the Highlands Women Human Rights Defenders Movement, the KUSWA, Kup Women for Peace, Kedu Seif House and the Nazareth Centre.²⁷⁴

In 2018, the Queensland University of Technology team worked with Oxfam, Highlands-based human rights defender partners and the Department of Justice and Attorney General to develop the Communicating the Law Toolkit.²⁷⁵ The toolkit includes a resource pack and information to better communicate legal information within communities. It contains modules on: human rights; the laws relating to sorcery accusation-related violence; the *Family Protection Act* 2013 and other laws relating to family and sexual violence; and the *Lukautim Pikinini Act* 2015 and laws relating to children’s rights. Since 2019, the project has trained toolkit facilitators and supported local human rights defender organisations to implement the use of the toolkit in their work. The project employs two staff, located in the Oxfam Goroka office, who provide local support to partners. In 2020, these staff members have been critical to helping partners to use online communication tools and technology.

²⁷³ Examples include the *Yumi Kirapim Senis* series developed for the Strengthening National Coordination project. More information on this project is available in the *Pacific Women in Papua New Guinea Performance Report 2018–2019* at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2018-2019/>

²⁷⁴ Each of these partners, except the Nazareth Centre, are or have been local partners funded through Oxfam under the Gender-Based and Sorcery-Related Violence project. For more information, see Activity Summary 11.1.

²⁷⁵ The development of the Communicating the Law Toolkit was funded through the Gender-Based and Sorcery-Related Violence project, as there were efficient leveraging of time and resources between the initiatives. The Communicating the Law Toolkit is designed so that facilitators can use a range of materials, including the digital stories.

Aims and objectives

The aim of this research project is to address violence related to accusations of sorcery in Papua New Guinea, specifically:

- Develop audio-visual education, advocacy and awareness materials that capture initiatives that break the link between sorcery and violence and demonstrate best practice examples of tackling sorcery accusation-related violence.
- Develop and implement a strategy to ensure communication of the materials and messages to key stakeholders and the public.
- Identify and network with organisations and individuals to provide mutual support and assistance in creating educational resources and advocacy strategies.
- Establish the Centre for Social and Creative Media and the University of Goroka as a key hub for audio-visual educational resource material on social issues and strengthen networking and collaboration with other partners to provide a holistic response to sorcery accusation-related violence in Papua New Guinea.

Cumulative outcomes to date

The project is on track to achieve its objectives through developing locally relevant advocacy materials that are being used by local human rights defender organisations to promote social change to reduce sorcery accusation-related violence.

Digital stories were developed with and by local partners in 2018: 41 are available online through the *Yumi Sanap Strong* website launched in early 2019.²⁷⁶ They have been distributed on USBs and shared with national media organisations. Local partners screen these stories in their advocacy work with communities to raise awareness of the causes, consequences and impact of sorcery accusation-related violence. To assist, the research team developed a discussion guide and other participatory communication tools. Local partners facilitate community discussions to understand how participants feel, their reactions to the stories and reflections on the issues raised. Partners monitor screenings and discussions to assess community responses. A common response to the screenings is empathy, self-reflection and a desire to share these messages and stories with others.

The digital stories have increased the visibility of local partners' work. The project has supported local partners to present their stories **at home, in Port Moresby and at conferences in Australia and Fiji.** The team has used the stories to engage with national media and journalists to encourage more respectful and less sensational reporting. NBC radio, The National and *Wantok Niuspaper* have used the digital stories in reporting. The Guardian and BBC have created stories drawing on the digital stories and connections with the organisations and individuals featured. The digital stories and materials have been used for teaching and learning at higher education institutions including the University of Goroka, Divine Word University, University of Queensland and Queensland University of Technology.

The team supported KUSWA and Kup Women for Peace to document the impacts of the COVID-19 pandemic in their communities, particularly for women and girls, and the challenges and strategies to their response. Together, they created two short videos and have written a book chapter.²⁷⁷ The videos and organisations featured as part of the global online Women of the World event in June 2020.

The project has also produced four documentary films. These are ready for launch in Goroka in Eastern Highlands Province and Simbu Province in 2021. International travel restrictions as a result of the COVID-19 pandemic delayed validation ahead of finalisation with partners in Bougainville and Milne Bay Province.

²⁷⁶ The *Yumi Sanap Strong* website is available at: <https://yumisanapstrong.org/>. There is also a Facebook page.

²⁷⁷ The digital stories and short videos are available at: <https://yumisanapstrong.org/responding-to-covid-19-kafe-womens-association-participates-in-wow-global-24/>. Online reference for the book chapter in review is included in Annex 6.

The process of developing digital stories through storytelling workshops deepened relationships and strengthened support networks. The *Yumi Sanap Strong* website and Facebook pages showcase the stories of human rights defenders and activities of initiative partners. Some posts on Facebook during the 20 Days of Activism in November–December 2020 received over 2,000 likes. New connections to interested individuals and organisations were established. A highlight was the story of Sebastian Miyoni from Milne Bay Province who is a former band member of Sanguma. His profile as a musician helped promote the message against sorcery accusation-related violence. Local partners' capacity and commitment to analysis and using data from the discussions and reactions to the screening is strengthening their sense of ownership and understanding of the value of data for advocacy and influence.

The Queensland University of Technology research team work closely with the Centre for Social and Creative Media at the University of Goroka. **Capacity building has included film production, data analysis and research, organisational research policies and supervision of post-graduate studies.** In 2020, the project trained 10 University of Goroka internship students (seven women and three men) on community outreach, data collection and data analysis using the Communicating the Law Toolkit modules. KUSWA and Kup Women for Peace facilitators took the students through the four toolkit modules prior to training by Queensland University of Technology and University of Goroka staff on research methods, data collection and analysis. Student groups, supervised by experienced facilitators, hosted screening sessions with communities and other students using the digital stories and facilitating discussions with 250 people around the topic of sorcery accusations and related violence.

The training and discussions demonstrated a need in the university sector to provide training on gender-based and other forms of violence, including the laws and mitigating strategies for communities and individuals. Community based organisations are well placed to provide this training at universities. Students indicated they felt the training and experiences built key knowledge and skills for their future professional and personal engagements on gender and human rights, as well as their technical skills. Many students said they want to use this knowledge to educate and advocate within their own communities. They expressed a deep appreciation of the work of the community human rights defenders.

The project has deepened the skills and confidence of facilitators to communicate key human rights laws with communities and expanded the reach and influence of this knowledge. The Communicating the Law Toolkit provides resources and methods for partners to incorporate into their existing violence prevention and human rights awareness work with communities. It builds on the communication strategies and products. In 2019, 11 human rights defenders were certified as facilitators of the Communicating the Toolkit and facilitated delivery of 81 modules of the toolkit with 2,690 people (1,384 women and 1,306 men). In March 2020, facilitators shared their experiences of what worked well and integrated COVID-19 appropriate strategies at a reflection and implementation workshop. Strategies to targeting female and male leaders, village court magistrates, police, youth leaders and church leaders in 2020 resulted in the project training 269 key influencers during 2020 in multiple modules. The new evaluation module for the toolkit to measure longer term impact will be facilitated in early 2021 with these groups to capture how participants have implemented what they learned. Early evaluation indicates strong evidence that key influencers are able to apply what they have learned in their existing leadership roles.

In support of strengthening partner organisations' sustainability, the March 2020 workshop also featured reflection on organisational and financial structures. Local partners were supported to map their organisational structures and explore relationships and accountability with communities and donors. Participants enjoyed these sessions and activities to strengthen organisational management have been incorporated into the implementation of the toolkit. During 2020 the project team supported the three Highlands-based partners submit successful applications for direct funding through the United Nations to further support their violence prevention efforts.

To further expand use of the toolkit, the project trained 10 new facilitators (five women and five men) to deliver the toolkit in December 2020. In the context of international travel restrictions, a co-facilitation approach was developed in which four local experienced facilitators provided the training, including supervising community practice sessions in collaboration with Queensland University of Technology team members who joined remotely. The workshop was not only beneficial to new facilitators, but mentor facilitators expanded their skills to train others and reflected on their own learnings throughout the workshop.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of family and community tolerance of violence against women being reduced; and enhanced knowledge and evidence informing policy and practice.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar by supporting community organisations to promote social cohesion and protection of women and girls and survivors of sorcery accusation-related violence.

Contribution to Medium Term Development Plan III and other Government Policy

The Communication Strategies for Social Change project contributes to achieving Goal 5.2 of the Medium Term Development Plan III for an integrated approach for service delivery in districts. It contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development with a focus on addressing the harms caused by sorcery accusations and related violence.

The project contributes to Strategy 4 (Prevention) of the National Gender Based Violence 2016–2025. It contributes to improving prevention and advocacy interventions for reducing gender-based violence at all levels and in all sectors of society with a focus on sorcery accusation-related violence by developing and monitoring the impacts of storytelling as a mechanism to promote social change.

The project is implementing the Sorcery and Witchcraft Accusation Related Violence National Action Plan's advocacy and communications component by developing advocacy and awareness materials and messages to counter sorcery accusation-related violence.

The project contributes to the National Research Agenda 2015–2025 Focus Area 1.11 (Youth and Gender). Specifically, the project informs understanding of the drivers of conflict resulting in sorcery accusations and related violence within families and communities and identifies effective means to address these.

Plans for January–June 2021

Following further practice in communities in early 2021 with ongoing mentorship, it is expected that the 10 new facilitators will receive their certificates by April 2021. Following validation by partners in Milne Bay Province and Bougainville, public launches of the four films is planned.

The Communicating the Law Toolkit is being expanded with materials and resources for use by organisations outside the Highlands region. Further training of facilitators is planned.

Lessons learned

International travel restrictions relating to the COVID-19 pandemic resulted in remote engagement by the Australian-based Queensland University of Technology team. Strong relationships built over several years and – critically – having Goroka-based administrative and technology support staff, supported local Goroka, and Simbu Province-based partners adopt and use online communication tools to enable ongoing implementation. The lack of staff able to provide the same level of ongoing support to local partners in Milne Bay Province and Bougainville meant there was less engagement in 2020 with these partners.

The use of the Communicating the Law Toolkit provides in-depth results on community attitudes and perspectives. The development of a new evaluation module and refresher training for facilitators has strengthened their reflection and analysis skills as well as facilitation approaches used.

Main barriers

Facilitating sessions in hybrid formats (both in the training room and on Zoom) was challenging. Challenges included unstable internet connections and the need to provide an inclusive space for participants. More time is required for hybrid facilitation approaches.

12.2 Improving the Impact of State and Non-State Interventions in Overcoming Sorcery Accusations-Related Violence in Papua New Guinea

Project Partner:	School of Regulation and Global Governance (RegNet), Australian National University
Total Funding:	\$2,001,122
Funding Timeframe:	September 2016–November 2021
Funding Sources:	\$1,043,875 (<i>Pacific Women Papua New Guinea</i>) \$957,247 (Australian National University)

Overview

Violence in Papua New Guinea related to accusations of sorcery can lead to economic disempowerment, poor health, insecurity, persecution and violence – including torture and murder. It has inter-generational impacts. The Government of Papua New Guinea (led by the Department of Justice and Attorney General) and a broad range of civil society, faith-based and international organisations have introduced legislative reforms, projects and programs that include the Sorcery and Witchcraft Accusation Related Violence National Action Plan 2015 that sets out a comprehensive response to the issue.

This action research project has provided the most comprehensive empirical study on the extent of sorcery accusation-related violence in Papua New Guinea to inform the implementation of the Sorcery and Witchcraft Accusation Related Violence National Action Plan. It is developing the body of evidence on what interventions are working and why, and how responses can best be supported.

This project draws together the efforts of Papua New Guinean research partners from the Papua New Guinea National Research Institute and Divine Word University. The project works closely with the Department of Justice and Attorney General and the FSVAC.

Aims and objectives

This project supports Papua New Guinean partners to address sorcery accusation-related violence by developing and communicating a body of evidence about which interventions designed to break the link between sorcery accusations and violence are working and why; and how they can best be supported.

Specifically, the project's objectives are:

- Map the terrain to build the evidence-base.
- Support evidence-based training and awareness programs in accordance with the Sorcery and Witchcraft Accusation Related Violence National Action Plan.
- Inform policy frameworks and research agendas.
- Build and strengthen institutional linkages between the Australian National University and key Papua New Guinean institutions working in this area.

Cumulative outcomes to date

The project is on track to achieve its objectives. The research team has **collated and analysed an extensive database of sorcery accusation-related violence incidents**. This includes 552 unique cases reported in national newspapers and court cases over a 20-year period and information on 1,039 incidents, involving 1,553 accused victims, collected from local recorders in Bougainville, the National Capital District and Enga and Jiwaka Provinces from January 2016–June 2020.

The research has 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 die and significantly more likely to sustain serious physical harm (other than death and permanent physical injury) and to be displaced from their homes than men. Based on their analysis, the team have estimated that 12 people are killed and a further 14 suffer serious harm, including permanent injury as a result of SARV across PNG each month.²⁷⁸

The research team has **published and disseminated findings through presentations in Papua New Guinea, Australia and internationally. These help to inform policy frameworks and anti-sorcery accusation-related violence and gender-based violence agendas based on evidence and analysis**. Project research team members provide technical assistance to the Department of Justice and Attorney General and the Parliamentary Committee on Gender Based Violence. The team has drawn on the experience of working on sorcery accusation-related violence in Papua New Guinea to raise important communication and messaging considerations relating to the COVID-19 pandemic, to mitigate the risks of social disharmony and violence.²⁷⁹

Project research team members made submissions to the Australian Parliamentary Committee on Human Rights of Women and Girls in the Pacific in 2020 and the Papua New Guinean parliamentary inquiry into gender-based violence in 2021. Research team members worked closely with the UN Special Expert on People with Albinism and with other academics to develop awareness resources and present data **advocating for a special resolution of the United Nations on the harmful impacts of practices relating to manifestations of beliefs in witchcraft**, including as a result of the COVID-19 pandemic in 2019 and 2020.²⁸⁰ The resolution was adopted by the UN Human Rights Council in July 2021.

The research team has **supported the development of evidence-informed training for police and village court officials**. In 2020, in partnership with the Department of Justice and Attorney General and the FSVAC the project team developed a **tailored village court officials sorcery accusation-related violence training curriculum**. Team members helped to deliver and evaluate this training in Enga, Goroka, Jiwaka and Southern Highlands Provinces during July–October 2020.

The team participates with the Department of Justice and Attorney General's police training on laws relating to sorcery accusation-related violence. The team provided inputs to the **Constitutional and Law Reform Commission's Churches Strategy, launched in April 2019**. A research team member taught a module on sorcery accusation-related violence as part of the Diploma in Justice Administration at Divine Word University.

Key emerging findings from the research have been published in a Discussion Paper.²⁸¹ The research team have identified:

²⁷⁸ Submission on Ending Sorcery Accusation Related Violence (SARV) for PNG Special Parliamentary Committee on Gender-Based Violence, 30 June 2020. Online reference included in Annex 6.

²⁷⁹ Fiona Hukula, Miranda Forsyth and Philip Gibbs (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. Online reference is included in Annex 6.

²⁸⁰ Online references to the Concept Note and COVID-19 Pandemic and Harmful Practices papers are included in Annex 6.

²⁸¹ Miranda Forsyth, Philip Gibbs, Fiona Hukula, Judy Putt, Liane Munau and Ibolya Losoncz (2019). 'Ten Preliminary Findings Concerning Sorcery Accusation-Related Violence in Papua New Guinea' in *Development Policy Centre Discussion Paper No. 80*. (March 27, 2019). Available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3360817.

- The characteristics of those accused and harmed by sorcery accusation-related violence, which demonstrate considerable variation, particularly in the gender of those accused, across the country.
- The multiple types of harm that are caused by sorcery accusation-related violence, including inter-generational harm.
- The catalysts of accusation and violence.
- The widespread confusion about the law and challenges for the criminal justice system presented by sorcery accusation-related violence.
- The potentially important roles for law and justice in combatting sorcery accusation-related violence and the advances made to date.
- The ways in which the majority of accusations do not lead to violence but are managed through non-violent means.
- The importance of individuals, government agencies and non-state organisations working together to contain and suppress sorcery accusation-related violence in a process termed 'networked containment'.
- The advances made in anti-sorcery accusation-related violence activity and the continuation of the agenda despite the lack of direct government funding.
- The importance of multi-level leadership in addressing the issues.
- The critical need to adopt a proactive rather than a reactive approach to addressing sorcery accusation-related violence.

Project team members have made presentations to a range of different Papua New Guinean audiences and given media interviews. In August 2020, the team presented on 'Why is sorcery related violence occurring in Papua New Guinea?' on the Good Will Hunters international development podcast. The team have published multiple blogs and discussion papers in both Papua New Guinea and Australia, journal articles and book chapters. They have created films.²⁸² Materials are published on the locally-managed Stop Sorcery Violence in PNG website: www.stopsorceryviolence.org.

Using findings and research work produced through the project, the team **secured additional funding from the United States Government** to use creative arts to address sorcery accusation-related violence with young people in March 2019. One of the key resources for this project is **the film Peter & Grace Make a Difference**, created by the Bougainville-based team member. The one-hour film was launched in June 2020 and by December 2020 had been **downloaded from YouTube more than 15,000 times**.²⁸³ The Bougainville Communication Bureau is also distributing the film which was shown at the Human Rights Festival at the Divine Word University.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of family and community tolerance of violence against women being reduced; and enhanced knowledge and evidence informing policy and practice.

The project contributes to the *Pacific Women* Research Strategy's two objectives of supporting gender research that is considered, contextually relevant and informs *Pacific Women* programming; and advancing the quality, commitment to, and resourcing of gender research in the Pacific Region. The project specifically contributes to the Strategy's key result area in strengthening capacity in Papua New Guinea to carry out gender research.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar by supporting law and justice agencies, provincial authorities and local organisations to provide more protection and services to prevent and support survivors of sorcery accusation-related violence.

²⁸² Online references for recently published articles are included in Annex 6. Earlier articles are included in Annex 6 of 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/>.

²⁸³ The film is available on YouTube at: <https://youtu.be/hcvuFNfZm50>.

Contribution to Medium Term Development Plan III and other Government Policy

The State and Non-State Interventions in Overcoming Sorcery Accusations-Related Violence project contributes to achieving Goal 5.2 of the Medium Term Development Plan III for an integrated approach for service delivery in districts. It contributes to strategy 5.2.6 to strengthen partnerships with the private sector and community-based stakeholders to address service delivery and development with a focus on effective public sector and non-government partnerships to effectively reduce the harms caused by sorcery accusation-related violence.

The project contributes to Strategy 2 (Research) of the National Gender Based Violence Strategy (2016–2025). It contributes to improved collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts with a focus on sorcery accusation-related violence.

The project is implementing the Sorcery and Witchcraft Accusation Related Violence National Action Plan's research objective. Specifically, it is building a robust understanding of sorcery accusation-related violence in Papua New Guinea and internationally and identifying what appears to work in response and to prevent sorcery accusation-related violence.

The project contributes to the National Research Agenda 2015–2025 Focus Areas 1.11 (Youth and Gender) and 3.4 (Service Delivery). It does this by informing the understanding of the drivers of conflict within families and communities relating to sorcery accusation-related violence and identifying effective means to address these and by analysing challenges and improving the provision of services by state service providers.

Plans for January–June 2021

In the project's final months, the team is finalising the synthesis and analysis of data and writing publications to share findings and recommendations in easily digestible products aimed primarily at local policymakers, implementing organisations and advocates. Themes expected to be covered include: gender dimensions; impact on children; seasonal variations; role of village courts and police in responding to sorcery accusation-related violence; care for survivors; characteristics of perpetrators; and dynamics of reintegration. The team will add to its detailed case study on a survivor; and plan to write papers describing the dynamics and responses to sorcery accusation-related violence in each of the project sites: Bougainville, National Capital District, Enga and Jiwaka Provinces.

Team members will continue to support the Department of Justice and Attorney General to deliver training with village courts officials and track the impact of the film *Peter and Grace Make a Difference* in Bougainville.

A final conference, 'Sorcery Accusation Related Violence: The Harm and the Healing', will be hosted by the Divine Word University in Madang in June 2021. To accommodate expected COVID-19 travel restrictions, international participation is planned through pre-recorded interviews or via an online platform if convenient for participants. A presentation of the data results in Australia is planned as part of the Australian National University's *State of the Pacific* conference in 2021, if it proceeds.

Lessons learned

Effectively addressing sorcery accusation-related violence requires a highly nuanced and context-informed approach. Targeted programs championed or delivered by 'insiders' – people with credibility and authority within communities – are most effective. It requires the cooperation of many different people all working together at different levels and including government and non-government. When that occurs successfully, many people feel emboldened to come together to speak out against sorcery accusation-related violence. It is incredibly difficult for individuals to speak out as they put themselves at risk of being accused themselves. One of the strongest motivations for working against sorcery accusation-related violence is empathy for victims.

Local recorders who collected information on incidences in Bougainville, National Capital District, Enga and Jiwaka Provinces were invaluable as on-the-ground community members. They were able to interpret for the research team and have provided insights into how their own attitudes toward sorcery accusation-related violence have changed as a result of being involved in the research work. These changed understandings have been passed onto their own families and tribe members, increasing the potential for spreading anti-sorcery accusation-related violence messages.

Involvement with the research project has increased the profile of some anti-sorcery accusation-related violence activists, which has strengthened their purpose and ability to spread messages about the importance of ending anti-sorcery accusation-related violence.

Main barriers

The impact of the travel and movement restrictions due to the COVID-19 pandemic required new ways of working by and among the project team. At times, remote working was compounded by poor communication infrastructure. It led to delays and necessitated the deferral of the final international conference. Strong relationships of trust and respect between the research team members kept the project on target.

12.3 Research Training Program

Project Partner:	Department of Pacific Affairs, Australian National University
Total Funding:	\$807,539
Funding Timeframe:	June 2017–August 2021
Funding Sources:	\$506,504 (<i>Pacific Women Papua New Guinea</i>) \$301,035 (Australian National University)

Overview

The Research Training Program is designed to enhance the research skills of Papua New Guinean researchers and practitioners undertaking research to inform policy and program development. It is delivered by the Department of Pacific Affairs and the Papua New Guinea Institute of Medical Research academic staff.

The Research Training Program introduces fundamental tools and techniques of field-based research and provides practical experience in choosing and using key research methods. Participants learn how to define a research problem, develop questions to guide their research, choose the most appropriate methods, conduct robust and ethical research and write clear reports outlining their research findings.

Aims and objectives

The project's objectives are:

- Enhance and develop the research capacity of organisations funded by *Pacific Women* on issues concerning gender equality and women's empowerment in Papua New Guinea.
- Enhance and develop the communication skills of researchers focusing on gender issues in Papua New Guinea.
- Generate research-based evidence that contributes to informed policy and programming regarding gender inequality in Papua New Guinea.

Cumulative outcomes to date

The project has been significantly more challenging than anticipated and consequently delayed. While every effort is underway, the COVID-19 pandemic and response is expected to result in a limited number of research projects being completed as planned and dissemination efforts constrained.

Participants in the project (13 women and three men) came from *Pacific Women* implementing partners and the Papua New Guinea Constitutional and Law Reform Commission or were independent researchers. Through three week-long workshops and off-site mentoring, the project taught participants research skills, research ethics and proposal writing. Following peer review by experienced Papua New Guinean researchers and development specialists, the project selected six of the nine proposals for funding support.

The **six research projects** cover:

- Media representation of sexual violence in Papua New Guinea.
- Participation of women with disability in social programs and services.
- Community response mechanisms to child abuse.
- Effects of intimate partner violence on pregnancy outcomes.
- Access to healthcare for gendered diseases.
- An examination of sorcery accusation-related violence.²⁸⁴

In addition to these six research proposals, the project research team provide mentoring to CARE researchers to implement their *Pacific Women*-funded *Mamayo* project baseline and monitoring study.²⁸⁵

Participants were supported to refine research proposals in response to review feedback. All six applied for and received ethics clearance from the Papua New Guinea Medical Research Advisory Committee.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcome of enhanced knowledge and evidence informing policy and practice.

The project contributes to the *Pacific Women* Research Strategy's two objectives of supporting gender research that is considered, contextually relevant and informs *Pacific Women* programming; and advances the quality, commitment to, and resourcing of gender research in the Pacific Region. The project specifically contributes to the Strategy's key result area in strengthening capacity in Papua New Guinea to carry out gender research.

The funded research projects are aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan health security and stability pillars. They will build evidence on essential health services and supporting protection and services for survivors of family and sexual and sorcery accusation-related violence.

Contribution to Medium Term Development Plan III and other Government Policy

The Research Training Program contributes to achieving Goal 3.5 of the Medium Term Development Plan III for equal opportunities for all to participate in and benefit from social development. It contributes to strategy 3.5.19 to increase access for equal opportunities and gains made from development. The research is looking at how to improve the women with disabilities' participation in social programs and access to services, how to improve responses to child abuse and access to healthcare for gendered diseases.

The project contributes to Strategy 2 (Research) of the National Gender Based Violence Strategy (2016–2025). It contributes to improved collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts by researching issues including, for example, the impact of intimate partner violence on pregnancy outcomes and access to healthcare for gendered diseases.

The project funds research that aligns with and contributes to the National Research Agenda 2015–2025 Focus Areas 1.5, 1.7 and 1.11 (Health, Youth and Gender) and 3.4 (Service Delivery).

²⁸⁴ The project is supporting two of *Pacific Women* partners, Oxfam and the FSVAC, to build their research and analysis skills and to inform policy advocacy and programming through three of the six research projects.

²⁸⁵ For more information on the *Mamayo* project, see Activity Summary 11.6.

Specifically, the research will: improve knowledge on maternal and child health and wellbeing; critically analyse processes to effectively address the challenges, opportunities for empowerment for women especially those with disabilities; inform understanding of the drivers of conflict within families and communities resulting in sorcery accusation-related violence; and critically analyse existing challenges and improve the sustainable provision of services by the state and other service providers in relation to child abuse.

Plans for January–June 2021

The focus within the remaining term of the project is to support researchers to safely collect data and to analyse, write up and communicate their findings. To help speed up the data analysis phase, the project will train and support participants to use qualitative data analysis software. Researchers from the Australian National University and the Papua New Guinea Institute of Medical Research will continue to provide remote mentoring to researchers.

Lessons learned

Participants in the project had little to no pre-existing research capacity. In this context, a more structured course with research examples to guide proposal development and more intensive mentoring and support from the experienced researchers was required than anticipated. The design intended that participants would undertake research to supplement their organisation's implementation and they would undertake research as part of existing employment, alongside other responsibilities and priorities. The time and resources required of participants to develop robust research proposals for ethical review was underestimated. The approach of separate week-long intensive sessions was not as effective as hoped, with variable rates of practicing skills between sessions.

Main barriers

The project approach under-estimated the time and resources that participants needed to develop and refine research proposals within existing employment contexts and organisational priorities. The process for rigorous ethical review was fundamental to building research skills. However, it was initially difficult to find an appropriate channel for research ethical clearance of the research projects through a local tertiary institution. The selected research participants required multiple iterations with mentors' support to refine proposals for review by the Medical Research Advisory Committee in December 2019.

Travel and movement restrictions in response to the COVID-19 pandemic in early 2020 delayed data collection and required substantial re-scoping of data collection plans. The rescoping of data collection plans also took time, particularly in context of each organisation's re-prioritisation of efforts and staff time. Uncertainty in relation to the remaining duration of the project led to further delays in disbursing funding for approved research.

12.4 *Bel isi* PNG: Measuring the Business Case

Project Partner:	International Finance Corporation in partnership with the Business Coalition for Women
Total Funding:	\$396,090
Funding Timeframe:	February 2020– March 2023
Funding Source:	\$396,090 (Australian Government’s Economics Program)

Overview

A study undertaken in 2014 demonstrated the high cost to companies of family and sexual violence in Papua New Guinea through lost revenue from employees’ lost workdays and productivity.²⁸⁶ This data was important in building support within the private sector to adopt the family and sexual violence policies and procedures offered by the Business Coalition for Women since 2015; and to generate support for the *Bel isi* PNG public-private partnership, launched in September 2018.²⁸⁷

This study aims to contribute knowledge on 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 *Bel isi* PNG subscribers. It will also contribute to the assessment of the *Bel isi* PNG initiative.

The study builds on a broader body of research funded by the Australian Government conducted in the Pacific region, including studies focusing on the business case for workplace response to family and sexual violence in Fiji and Solomon Islands.²⁸⁸ These studies and many other useful resources are available on the International Finance Corporation’s new Respectful Workplaces Program website.²⁸⁹

Aims and objectives

The study will investigate the benefits companies experience by providing a structured workplace response to employees who have experienced family and sexual violence, including a subscription to *Bel isi* PNG and the introduction of workplace family and sexual violence policies.

The research will focus on five main indicators:

- Prevalence of and attitudes in the workplace about family and sexual violence.
- Costs of family and sexual violence to businesses.
- Impacts of family and sexual violence on employees.
- Impacts and cost benefits of responses to family and sexual violence on businesses.
- Impacts of responses to family and sexual violence on employees.

Cumulative outcomes

The International Finance Corporation, in partnership with the Business Coalition for Women, completed surveys with 1,402 employees (27 per cent) and key informant interviews across the three participating companies in November 2020. These initial surveys and interviews provide a baseline against which to measure the business case for workplace responses to family and sexual violence in Papua New Guinea.

²⁸⁶ E. Darko, W. Smith and D. Walker (2015), above note 177.

²⁸⁷ For information on the Business Coalition for Women, see Activity Summary 10.2. For information on the *Bel isi* PNG project, see Activity Summary 11.8.

²⁸⁸ International Finance Corporation (2019). *The Business Case for Workplace Responses to Domestic and Sexual Violence in Fiji*. Available at:

https://www.ifc.org/wps/wcm/connect/region__ext_content/ifc_external_corporate_site/east+asia+and+the+pacific/resources/fiji-domestic+and+sexual+violence+report; and International Finance Corporation (2019). *The Impact of Domestic and Sexual Violence on the Workplace in Solomon Islands*. Available at: <https://www.ifc.org/wps/wcm/connect/36087fa5-b699-453d-a558-f7a79e08906e/Survey+report+Solomon+Islands+impact+of+violence+on+workplace.pdf?MOD=AJPERES>.

²⁸⁹ The Respectful Workplaces Program website is available at:

https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/gender+at+ifc/priorities/employment/respectful+workplaces+program.

The initial surveys confirmed the need for workplaces to respond to family and sexual violence. The survey finds both women and men are affected and that it affects all levels of seniority within participating companies. Consistent with other International Finance Corporation studies on the business case for workplace responses to family and sexual violence in Fiji and Solomon Islands, this research uses the neutral language of 'experienced family and sexual violence' rather than distinguishing between perpetrators and victims. More than 40 per cent of all interviewees had experienced family and sexual violence. More women (53 per cent) than men (31 per cent) reporting experience family and sexual violence. One in five respondents had experienced family and sexual violence in 12 months prior to the survey. Nearly half of respondents (47 per cent) said their work is affected by family and sexual violence and 16 per cent who have experienced violence feel unsafe at work at least sometimes.

The study estimates just less than 10 days are lost for every employee each year owing to family and sexual violence. This is slightly less, but consistent with, estimates of the cost to business from 2014 which found on average 11 days lost for each employee each year.²⁹⁰ The team estimated the total lost wage bill for the three participating companies at over PGK7.3 million each year.

The study found promising outcomes emerging as a result of companies' structured responses to family and sexual violence. While one third (32 per cent) of people affected by family and sexual violence did not disclose their experience to anyone at work, interviewees with recent incidents of violence who disclosed their experience through formal channels (rather than a co-worker) reported positive outcomes as a result. This included receiving support such as paid time off, counselling and referral to *Bel isi* PNG case management services. There may, however, still be an underutilisation of *Bel isi* PNG services.

The study found a correlation between greater gender balance among the workforce, extent of activities undertaken to respond to family and sexual violence and positive outcomes, including lower acceptance of family and sexual violence. The survey found that acceptability of family and sexual violence within the three participating companies was lower than that of the wider population. The Papua New Guinea Demographic and Health Survey (2016 –2018) found that 70 per cent of women and 72 per cent of men believe it is justifiable for a man to hit his wife under certain circumstances.²⁹¹ Just over one quarter (26 per cent) of participants reported at least some co-workers have this attitude. Significantly lower number (11 per cent) of participants reported they themselves believed family and sexual violence was sometimes justified. The lower level of acceptability among participants may be attributed to the work already undertaken within the workplaces to respond to family and sexual violence and to challenge these beliefs.

The study revealed that financial dependence may be a key barrier for victims to leave violent situations. This appears to be consistent with the family protection order research, which identified that most applicants for family protection orders had the support of family and/or financial means to live on their own.²⁹²

Some interviewees noted that the COVID-19 pandemic and responses, including stay at home orders, economic hardships and loss of jobs, exacerbated levels of violence. This is consistent with reporting from violence crisis support service providers of increasing demand for services for telephone counselling during the periods of lockdowns and of other services when travel restrictions were lifted.

Based on the initial findings, the research team has made the following recommendations:

- Workplaces implement structured workplace response to family and sexual violence including police, contact teams and regular communication to staff of available services.

²⁹⁰ Darko, Smith and Walker (2015), above note 177.

²⁹¹ National Statistical Office Papua New Guinea and ICF (2019), above note 27, p.264.

²⁹² For more information on the Family Protection Order Research, see Activity Summary 12.5.

- Workplaces should schedule regular awareness-raising sessions in training calendars to promote company policies and guide responses and available help.
- Workplaces should include messages to encourage men as well as women to seek help for family and sexual violence.
- Workplaces can prevent employees perpetrating violence through counselling and men's peer support and discussion groups.
- Workplaces can foster financial literacy and management training as part of employees' professional development to address a barrier to escaping family and sexual violence.

In relation to *Bel isi* PNG, the team has recommended more regular communications with subscribing companies, including quarterly service data, to ensure companies understand the services provided.

The project contributes to the *Pacific Women* in Papua New Guinea long-term outcomes of enhanced knowledge and evidence informing policy and practice; family and community tolerance for violence against women being reduced; and women having increased access to safe working conditions and economic opportunities.

The project is aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar by building the evidence-base for businesses to implement workplace policies and practices to address family and sexual violence.

Contribution to Medium Term Development Plan III and other Government Policy

The *Bel isi* PNG research project contributes to achieving Goal 1.7 of the Medium Term Development Plan III, which focuses on increasing women's economic empowerment. It contributes to strategy 1.7.16 to increase women's access to economic opportunities by collecting the evidence base of the benefits to the private sector in creating workplaces for women that are safe and that support survivors of family and sexual violence.

The project contributes to Strategy 2 (Research) of the National Strategy to Prevent and Respond to Gender Based Violence (2016–2025). It contributes to improved collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts with a focus on private sector responses.

The project aligns with and contributes to National Research Agenda 2015–2025 Focus Area 2.5 (Wealth Creation). The research will inform public-private partnerships and promote innovative processes to address the societal challenge of family and sexual violence.

Plans for January–June 2021

The launch of the baseline report is planned for April 2021.²⁹³ The team plans to conduct a mid-point data survey and interviews during July–September 2021.

Main Barriers

Initial interviews were delayed in part due to international and domestic travel restrictions due to the COVID-19 pandemic. The Business Coalition for Women adapted its training for enumerators and provided it online. These delays mean that the final report is expected to be completed in 2023.

²⁹³ Online reference for the Baseline report is included in Annex 6.

12.5 A study of the use and efficacy of protection orders as a key response to domestic and family violence (completed November 2020)

Project Partner:	Department of Pacific Affairs, Australian National University
Total Funding:	\$279,061
Funding Timeframe:	April 2019–November 2020
Funding Sources:	\$164,117 (<i>Pacific Women Papua New Guinea</i>) \$114,944 (Australian National University)

Overview

Many Pacific Island countries have enacted legislation enabling the granting of protection orders to prevent and reduce family and sexual violence. This includes Papua New Guinea's *Family Protection Act* 2013. Globally, issues have been identified in relation to the efficacy of protection orders. These include risks associated with the application process and the issuing of orders, the timeliness of the process and responses to breaches of orders. There is debate about whether protection orders deter further violence.

This study, undertaken from late 2019–August 2020 looked at the use of family protection orders as a key response to domestic and family violence in Papua New Guinea. It built on pilot research from Lae in Morobe Province using data from the Femili PNG Family and Sexual Violence Case Management Centre.²⁹⁴ The research included:

- Interviews with family protection order applicants and with stakeholders in each site, including village court magistrates.
- A survey of young adults and District Court observations in Port Moresby and Lae.
- Analysis of available statistics recorded by police, the courts and specialist family and sexual violence services.

It was a collaborative project involving more than 25 people, including researchers based in Australia and Papua New Guinea, independent local researchers from each community and staff of local family and sexual crisis support service providers: Femili PNG, Voice for Change and FHI 360.

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.

In 2019, the Australian Government-funded Justice Services and Stability for Development program commissioned studies on the investigation and prosecution of family and sexual violence offences and on family and sexual violence referral pathways.²⁹⁵ Together these studies provide valuable data and insights into the experience of survivors of violence and the needs of key institutions responsible for supporting survivors.

Aims and objectives

The project aims to investigate the expectations, use and efficacy of family protection orders in Papua New Guinea since the introduction of the *Family Protection Act* 2013.

Cumulative outcomes to date

The research team finalised the study report in November 2020 and published and launched it in March 2021.²⁹⁶ Findings were shared and validated with researchers in the seven research

²⁹⁴ Putt, Phillips, Thomas and Kanan (2019), above note 213. For more information on Femili PNG, see Activity Summary 11.2.

²⁹⁵ Judy Putt and Sinclair Dinnen (2020). *Reporting, Investigating and Prosecuting Family and Sexual Violence Offences in Papua New Guinea*. Department of Pacific Affairs, Australian National University. Online reference is included in the Annex 6.

²⁹⁶ Online references to each of the research papers are included in Annex 6.

locations. Workshops with broader law and justice and family and sexual violence support service provider stakeholders have been deferred due to the COVID-19 pandemic and travel restrictions. When possible, the Justice Services and Stability for Development program will support the launch of the research reports and findings with law and justice sector stakeholders in Port Moresby and other research sites.

In summary, the research team found that while **awareness of family protection orders is increasing, knowledge about the process involved is limited**. The research team estimates that 90 per cent of family protection order applicants are women, the respondent is usually a male spouse, and that most women are living with at least two children. The majority of interim protection order applicants had the support of their family and had the financial means to live on their own. **Practical help from police, frontline services or specialist family and sexual violence services or family and friends to complete an application is critical**. One-third of applicants interviewed cannot read or write English well or at all. While many survivors first heard about and were provided advice to obtain a family protection order from the police Family and Sexual Violence Units, interim protection orders were only a recorded outcome in approximately 10 per cent of Family and Sexual Violence Units cases.

The research found that the majority (81 per cent) of applicants felt safer when an interim protection order was issued. Most of the evidence indicated positive outcomes such as greater feelings of empowerment and improved mental health, as well as for the family as a whole. However, the research team also identified periods of heightened risk, including when the order is being served and a few weeks after it was served. This finding underlines **the need to provide support to survivors over a longer period, especially with obtaining a longer-term protection order**. A local specialist family and sexual violence service, family support, somewhere to live and police intervention or action were important in applicants feeling safer, or not.

More interim protection orders have been issued since 2017, but there is considerable variation in uptake across the provinces. The research was consistent with data from 2018, that only six District Courts had more than 100 interim protection orders registered for the year – Goroka, Kokopo, Lae, Popondetta, the National Capital District Family Court and the Port Moresby District Court – and very few were recorded in some provinces, including other Highlands locations. This suggests a stabilisation in numbers and a limit in the capacity of the courts to deal with applications. The research found that only in Lae and Port Moresby are many protection orders being issued.

The relatively high rate at which applicants withdraw or do not appear and the low rate of converting interim protection orders to longer-term protection orders can be partly attributed to lack of knowledge of, and a slow and unresponsive, process – in addition to pressures exerted by the respondent. The average time before interim protection orders were issued was 14.8 days. This was an improvement on initial data from the Lae pilot study. Applicants stressed they would like a faster process and more police assistance, especially with serving orders on respondents and in response to breaches of orders. Other factors that inhibit the process are the costs associated with multiple court appearances (especially if the applicant has to travel to an urban centre) and that other community justice processes may have affected the applicants' willingness to pursue an order.

The research found that the majority (70 per cent) of interim protection order respondents complied with the interim protection order, primarily due to their respect or fear of the law and the courts, an understanding or acceptance that their behaviour had to change and a range of practical reasons such as wanting to see the children, or not being able to see their family member because they were staying with other family. The most probable forms of breaches were verbal abuse and threats by phone or by text, but not many of these were reported by the interviewees to the police. **Available Family Sexual Violence Unit and District Court data revealed few reports of charges being laid, or convictions recorded, for breaches of interim or longer-term protection orders**.

The introduction of family protection orders has strengthened ties, and coordination between specialist family and sexual violence services, the courts and the police. They have given the

police Family Sexual Violence Units and other frontline services in contact with family and sexual violence survivors, another avenue to seek justice and protection. Their introduction has, however, created an extra workload for District Courts and more efficient processes could be used.

As a central feature of the *Family Protection Act 2013*, **family protection orders are a statement that the state supports family and sexual violence survivors and denounces abuse and violence**. The survey of young adults suggests that it may be contributing to a shift in perceptions. This age cohort did not accept some forms of partner abusive or violent behaviour as justified.

The research team made the following recommendations:

- That justice sector stakeholders improve public awareness and knowledge of family protection orders and how to obtain one.
- That the Government and donor community provide ongoing, long-term funding to civil society organisations so that victim support services for family protection order applications improve and expand across the country.
- That the donor community support targeted capacity building and skills development for key agencies involved in the family protection order process.
- That the Government consider options for improving specialisation and court efficiency in processing family protection orders, as well as other matters relating to domestic violence and family law.
- That civil society and the donor community expand programs that work with family protection order respondents – typically men.
- That Magisterial Services works towards a nationally consistent format for reporting family protection orders.
- That national and provincial stakeholders, such as FSVACs, use available data to monitor how family protection order processes are working.
- That justice sector agencies consider how family protection orders or similar mechanisms can be more accessible in rural areas.
- That the good practices employed to issue family protection orders during the COVID-19 state of emergency are continued by the justice sector.

In addition to the final research report, the research team produced reports for each research location and three theme reports covering the topics of: domestic violence and family law; court processes; and the results of the young adult survey. They also produced five short accompanying videos on the collaborative research process and research findings. One of the videos shows how to obtain a family protection order is intended to address the knowledge gaps identified through the research.²⁹⁷ The final report and accompanying resources will be launched in Papua New Guinea when conditions are safe to do so. A public service announcement on family protection orders will air on EmTV in June 2021.

The project contributed to the *Pacific Women* in Papua New Guinea long-term outcomes of quality services that support survivors of family and sexual violence being adequately available and accessible across priority provinces; and enhanced knowledge and evidence informing policy and practice.

The project contributed to the *Pacific Women* Research Strategy's two objectives of supporting gender research that is considered, contextually relevant and informs *Pacific Women* programming; and advancing the quality, commitment to and resourcing of gender research in the Pacific region. The project specifically contributed to the Research Strategy's key result area in strengthening capacity in Papua New Guinea to carry out gender research.

The project was aligned with the Australian Government's Papua New Guinea COVID-19 Development Response Plan stability pillar by supporting law and justice agencies, provincial

²⁹⁷ The videos are available on https://www.youtube.com/playlist?list=PLV6RuTP9sZr-vudxdICls_oAB8FAL25bc.

authorities and local organisations to understand how family protection orders are supporting survivors of family and sexual violence and how they can be improved and expanded.

Contribution to Medium Term Development Plan III and other Government Policy

The Family Protection Order Research contributed to achieving Goal 4.1 of the Medium Term Development Plan III to improve enforcement of the rule of law. It contributed to strategy 4.1.1 to strengthen, increase capacity and modernise law and justice services at all levels. The research provided insights into the use and enforcement of family protection orders as a key justice sector response to family and sexual violence.

The research project contributed to achieving Strategy 2 (Research) of the National Gender Based Violence Strategy (2016–2025). It contributed to improved collection, analysis and use of data and research to enhance gender-based violence prevention and response efforts looking specifically at the use and impact of family protection orders.

The research project contributed to achieving the Bougainville Strategic Development Plan 2018–2022 social development outcomes, the supporting sectoral policy for Gender Equality Women’s Employment, Peace and Security and the Department of Community Development’s Strategic Plan 2017–2019. The project supported the safety and security outcome for law and justice institutions to function effectively and to increase the safety and protection of women and children from violence.²⁹⁸

The research project aligned with and contributed to National Research Agenda 2015–2025 Focus Area 3.1 (Institutional Strengthening). Specifically, the research promoted improved understanding of the nature of linkages and communication between government and non-government stakeholders to improve the effective delivery of family protection orders to improve support for survivors of violence.

²⁹⁸ Autonomous Bougainville Government (2018), above note 159. For social development outcomes relating to safety and security and women and children, see the Results Framework on pages 57–58.

Annex 1 Funded Implementing Activities

Key:

C = completed activity

R = regional or multi-country activity

~ = funded or partially funded by the *Pacific Women* regional program**Bolded activities are ongoing as at 1 July 2021**

^ = funded or partially funded by the Gender Equality Fund

* = funded or partially funded by other bilateral programs

Shaded activities operate/d in Bougainville

Total funding = total Australian Government funding

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
Women's Leadership and Influence (10)							
1C	Centre for Democratic Institutions	Increased Women's Representation in Local Government	May–August 2013 \$350,000	Eastern Highlands	Community level Candidate training		
2C	World Bank (ABG Department of Community Development)	Inclusive Development in post-conflict Bougainville	April 2015 December 2018 \$2,500,000	All local government areas in Bougainville	Community level		Web: http://projects.worldbank.org/P125101/inclusive-development-post-conflict-bougainville?lang=en Facebook: https://www.facebook.com/Inclusive-Development-in-Post-Bougainville-Project-1787502587985467/
3C	United States Embassy in Papua New Guinea (Department for Community Development and Religion / Center for International Private Enterprises)	Women's Forum	Event: March 2016, February 2017, and November 2019 \$123,069	Eastern Highlands (2017) National (2016, 2019)	Networking and Coalition building		
4C*	International Women's Development Agency (Bougainville Women's Federation)	Young Women's Leadership Project	January 2016– December 2018 \$1,402,906	Kieta, Wakunai, Torokina and Buin in Bougainville	Community level Young women Financial literacy and business opportunities Engaging with men	Geraldine Valei, Executive Director Bougainville Women's Federation valeigeraldine@gmail.com	Web: https://iwda.org.au/ Facebook: https://www.facebook.com/Bougainville-Womens-Federation-1393307517660195/

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
5C	International Women's Development Agency (Bougainville Women's Federation)	Voter Education in Bougainville	May 2016–December 2017 \$451,121	All 43 local government areas in Bougainville	Community level Civic education	Geraldine Valei, Executive Director, Bougainville Women's Federation valeigeraldine@gmail.com	Web: https://iwda.org.au/ Facebook: https://www.facebook.com/Bougainville-Womens-Federation-1393307517660195/
6^	Department of Pacific Affairs, Australian National University	Women in Leadership Support Program	December 2016–September 2021 \$1,937,592	Bougainville, National	National level Community level Candidate training Research	Hannah McMahon, Program Administrator Hannah.McMahon@anu.edu.au	Web: http://dpa.bellschool.anu.edu.au/our-projects/png-women-leadership-support-program Facebook: https://www.facebook.com/DepartmentofPacificAffairs/
7C^	Pacific Women Support Unit with Frieda River Limited	Papua New Guinea Women and Extractives	April 2017–June 2020 \$910,308	East Sepik, West Sepik	Community level leadership Family-based approaches Financial literacy and business opportunities		
8	UN Women	Women Make the Change: Increased voice for women in political processes	February 2019–December 2022 \$5,077,010	Bougainville, East New Britain, East Sepik, Enga, Hela, Milne Bay, Morobe, National Capital District, New Ireland, Southern Highlands, National	Local level National level	Elly Kale, National Program Coordinator, Women Make the Change elly.kale@unwomen.org or Gabrielle John, Technical Specialist Political Participation gabrielle.john@unwomen.org	Facebook: https://www.facebook.com/unwomenPNG/
9	International Women's Development Agency	Women's Empowerment and Voice for Equal Rights in Papua New Guinea	June 2021–November 2023 \$3,742,853	East New Britain, Jiwaka, National Capital District	Community level Young women Preventing and responding to Family and Sexual violence	Tracey Newbury, Senior Program Manager tnewbury@iwda.org.au	

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
10	Queensland University of Queensland (in partnership with the Women Make the Change project)	Creative Approaches for Impact in International Development	June 2021 – December 2022 \$150,000	Bougainville, East New Britain, East Sepik, Enga, Hela, Milne Bay, Morobe, National Capital District, New Ireland, Southern Highlands, National	Research related to Local level National level	Verena Thomas, Senior Research Fellow Queensland University of Technology Verena.Thomas@qut.edu.au	
Women's Economic Empowerment (9)							
11	CARE International in Papua New Guinea	Coffee Industry Support Project	July 2013– June 2015 July 2015– September 2021 \$5,755,712	Predominantly Eastern Highlands also with famers and partners in Jiwaka, Morobe, Simbu and Western Highlands	Formal economy Agricultural sector Financial literacy Family-based approaches Working with private sector and Government Research	Elsie Mongoru, Economic Empowerment Program Manager Elsie.Mongoru@careint.org	Web: https://www.care.org/work/world-hunger/coffee-industry-support-project
12	Business Coalition for Women Initially auspiced by the International Finance Corporation	Strengthening the Business Coalition for Women	May 2014– June 2018 November 2018– September 2021 \$4,851,177	National Capital District-based, working with member companies wherever based With training hosted in Bougainville Morobe	Formal economy Private sector policies and practices Family and sexual violence response Women's leadership Research	Evonne Kennedy, Executive Officer Business Coalition for Women ekennedy@pngbcfw.org	Web: http://www.pngbcfw.org/ Facebook: https://www.facebook.com/pngbcfw/
13C	University of Canberra	Increasing economic opportunities for women smallholders and their families ('Family Farm Teams')	July 2015– March 2019 \$3,127,208	Bougainville Eastern Highlands Jiwaka New Ireland Western Highlands	Informal economy Agricultural sector Financial literacy Family-based approaches Engaging with men Women's leadership Community level Research	Barbara Pamphilon, Project Lead Barbara.Pamphilon@canberra.edu.au	Web: http://www.canberra.edu.au/research/faculty-research-centres/aisc/png-family-farm-teams-program Facebook: https://www.facebook.com/pngwomenfarmers/

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
14*	Center for International Private Enterprise and The Difference Incubator	Creating an entrepreneurial ecosystem for women in Papua New Guinea (Women's Business Resource Centre)	October 2015–September 2017 October 2017–October 2020 January 2021–December 2022 \$4,701,542	East New Britain, Madang, National Capital District	Formal economy Informal economy	Eli Webb, Country Coordinator, Center for International Private Enterprise Ewebb@cipe.org	Facebook: https://www.facebook.com/pngwbrc/
15C	GriffinWorx (Abt PNG Management Services)	WECREATE Challenge	December 2015–May 2017 \$109,395	National Capital District Central	Formal economy Informal economy		
16C	Community Development Workers Association Inc.	<i>Kirapim Kaikai na Maket</i>	September 2016–December 2018 May 2019–September 2020 \$58,686	Enga, Eastern Highlands	Informal economy Agricultural sector Family-based approaches	David Kulimbao, CDWAI Director dkkulimbao@gmail.com	Web: https://cdwai.net/
17C	Asian Development Bank, Microfinance Expansion Project	Financial literacy training for women and men in Yangoru-Saussia District	March 2017–December 2017 \$316,500	Yangoru-Saussia District, East Sepik	Financial literacy		
18C	UN Women	Safe and Prosperous Districts: Linking communities to markets for secure livelihoods	May 2018–December 2020 \$1,500,000	East Sepik, Milne Bay	Primary prevention Informal economy Engaging with men and youth	Brenda Andrias, Program Coordinator Brenda.Andrias@unwomen.org	Facebook: https://www.facebook.com/unwom enPNG/

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
19	Ginigoada Foundation	Safe Public Transport: Meri Buses in Port Moresby and Lae	November 2018–September 2021 \$856,586	National Capital District Lae, Morobe	Private sector (transport) Primary prevention	Philip Priestly, Meri Bus Manager gomginigoada@gmail.com	Facebook: 'Gini Goada Sanap Strong' https://www.facebook.com/ginigoadafom/
Violence Prevention and Response (26, including 1 activity which begins 1 July 2021)							
20C~	UN Women	Port Moresby: A Safe City for Women and Girls Program	February 2013–June 2019 \$5,750,000	National Capital District: Gerehu, Gordons, Boroko and Koki markets	Primary prevention Informal economy Engaging with men and youth		Facebook: https://www.facebook.com/unwomenPNG/
21C	Eastern Highlands Provincial Family Support Centre	More support services for women survivors of violence	March 2014–June 2015 \$283,028	Goroka, Eastern Highlands	Infrastructure Counselling and support services		
22	Oxfam International Papua New Guinea (Human Rights Defenders Network, Kafe Urban Settlers Women's Association, and Family for Change)	Responding to Gender-Based and Sorcery-Related Violence in the Highlands	May 2014–December 2015 December 2015–September 2021 \$4,127,622	Eastern Highlands, East Sepik, Simbu (ceased)	Crisis response Primary prevention Engaging with men and youth Advocacy and Influencing	Eunice Wotene, Country Director Oxfam PNG ewotene@oxfampacific.org	Web: https://www.oxfam.org.au/country/papua-new-guinea/ Facebook: Oxfam in PNG https://www.facebook.com/OxfamPng/?_tn_=%2Cd%2CP-R&eid=ARDnWL3S3tfjhwut5twWls_U9hH4-9Cjt2yukH1i87v2-xnITv9kIDODQVvGJUc0X166vWu1OvifHem
23C~	UNDP (Office of Development of Women)	Support for strengthening national coordination, implementation and monitoring mechanisms to prevent and respond to family and sexual violence	June 2014–March 2019 \$4,000,000	National Capital District Morobe East New Britain Milne Bay	Structural reform Coordination		Web: http://www.pg.undp.org/ Facebook: https://www.facebook.com/pg.undp/
24	Femili PNG Initially auspiced by Oxfam in Papua New Guinea	Family and Sexual Violence Case Management: Building on Success for National Impact	June 2014–June 2017 July 2017–June 2022 \$8,592,186	Lae, Morobe	Crisis response and case management Coordination Research	Daisy Plana, Chief Executive Officer, Femili PNG ceo@femilipng.org.pg	Web: http://www.femilipng.org/ Facebook: https://www.facebook.com/femiliPNG/

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
25C	National Secretariat of the Family and Sexual Violence Action Committee through the Institute of National Affairs	Building the capacity of Papua New Guinea's Family and Sexual Violence Action Committee	October 2014–December 2018 January 2019–June 2020 \$1,529,546	National Capital District National	Organisational strengthening Structural reform Coordination	Marcia Kalinoe, National Coordinator Marcia.Kalinoe@cimcpng.org Isi Oru, Deputy National Coordinator Isi.Oru@cimcpng.org	Web: http://cimcpng.net/index.php/committees/fsvac Facebook: https://www.facebook.com/FSVAC/
26	UN Women (Ginigoada Foundation)	Safe Public Transport for Women, Girls and Children	February 2015–June 2019 November 2018–June 2021 \$3,324,290	National Capital District Lae, Morobe	Private sector (transport) Primary prevention Engaging with men and youth	Caroline Nyamayemombe, Deputy Country Representative UN Women c.nyamayemombe@unwomen.org	Facebook: https://www.facebook.com/unwomenPNG/
27C*	Health and Education Procurement Facility	Support to the Family Health Centre in Port Moresby	February 2015–November 2017 \$350,000	National Capital District	Infrastructure Counselling and support services		
28	FHI 360 (Western Highlands, West Sepik and East Sepik Provincial Health Authorities)	<i>Kommuniti Lukautim Oi Meri</i>	April 2015–March 2018 April 2018–September 2021 \$5,400,000	Western Highlands West Sepik East Sepik	Primary prevention Engaging with men and youth Counselling, medical and support services Coordination School-based program Economic Empowerment	Ignatius Mogaba Country Director Imogaba@fhi360.org	Web: https://www.fhi360.org/projects/komuniti-lukautim-meri-project-klom-addressing-violence-against-women-and-girls-papua-new https://www.fhi360.org/countries/papua-new-guinea

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
29	International Women's Development Agency (Nazareth Centre for Rehabilitation)	From Gender-Based Violence to Gender Justice and Healing in Bougainville	April 2015–March 2018 April 2018–September 2022 \$6,605,124	Bougainville	Primary prevention Crisis response, counselling and support services Perpetrator counselling Engaging with men School-based program Economic empowerment Research	Sr. Lorraine Garasu, Director Nazareth Centre sisterlorraine.garasu@gmail.com Teiva Lari-Heron, Program Manager PNG, IWDA theron@iwda.org.au	Web: https://iwda.org.au/ Facebook : https://www.facebook.com/Nazareth-Centre-for-Rehabilitation-1855402341194736/
30C	UNICEF (Catholic Archdioceses)	Parenting for Child Development (formerly referred to as Partnership for Positive Parenting)	April 2015–December 2018 \$1,787,760	Madang, Western Highlands Jiwaka Simbu	Primary prevention Child protection Child development Family-based approaches Research	Josephine Mill, Officer in Charge for Child Protection jmill@unicef.org	Facebook: UNICEF Papua New Guinea https://www.facebook.com/unicefng/?__tn__=%2Cd%2CP-R&eid=ARACC9Vbm-zF0ugY3S5Eqi-R9XY6uHKI6fVUHTGWvJnoN6ItDz-Y88DnplcmZx2MecyMA72W4Lo8VfCY
31C	UNICEF	End Violence against Children Campaign	February 2015–December 2018 \$1,995,000	Eastern Highlands Western Highlands Simbu Madang Jiwaka Bougainville	Primary prevention Child protection		Facebook: UNICEF Papua New Guinea https://www.facebook.com/unicefng/?__tn__=%2Cd%2CP-R&eid=ARACC9Vbm-zF0ugY3S5Eqi-R9XY6uHKI6fVUHTGWvJnoN6ItDz-Y88DnplcmZx2MecyMA72W4Lo8VfCY
32C	CARE International in Papua New Guinea	Highlands Sexual Reproductive and Maternal Health	July 2015–December 2017 \$1,000,000	Morobe	Primary prevention Sexual, reproductive and maternal health		Web: https://www.care.org/country/papua-new-guinea

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
33C~	Population Services International	Creating a movement to end violence against women in Papua New Guinea: The SASA! Pilot and Family Support Centre Assistance Project	October 2015–March 2018 April 2018–August 2020 \$5,182,694	Port Moresby General Hospital, National Capital District and Central, Bewani, West Sepik	Primary prevention Engaging with men and youth Counselling and support services Referral pathways		Facebook: https://www.facebook.com/PSIPNG/?__tn__=%2Cd%2CP-R&eid=ARApAIRbPz9s0XrYQL4NvaHmAA11vgAMNTIJnXi-jJzSv1E-NfdaAbQy18BcNL8aOcaPOmGEaS3ru694
34C^	Health and Education Procurement Facility and Health and HIV Implementing Services Provider	Establishment of Family Support Centres at Arawa Hospital, Bougainville and Daru Hospital, Western Province	January 2016–June 2018 \$1,200,000	Arawa, Bougainville Daru, Western Province	Infrastructure Family Support Centres		
35C*	Health and Education Procurement Facility	Construction of the Koki Market Transit Centre	February 2016–September 2017 \$656,384	National Capital District	Infrastructure Safe public spaces		
36C	International Committee of the Red Cross	Support to Family Support Centres and Health clinics in Southern Highlands	May 2016–January 2017 \$38,714	Southern Highlands	Equipment Medical support services		
37C*	Health and Education Procurement Facility	Renovation of Lifeline Centre	August 2016–July 2017 \$145,000	National Capital District	Infrastructure Counselling and support services		
38C	UN Women in partnership with UNICEF, UNFPA	<i>Gutpela Sindaun bilong ol Meri na Pikinini</i>	April–December 2018 \$880,700	Hela, Southern Highlands Western Highlands	Humanitarian crisis response Counselling		Facebook: https://www.facebook.com/unwom enPNG/
39	CARE International in Papua New Guinea	Mamayo	April 2018–September 2021 \$4,616,592	Bougainville Eastern Highlands Morobe	Sexual, reproductive and maternal health Family-based approaches Financial literacy Engaging with men	Sonia Gawi, Project Coordinator Sonia.Gawi@careint.org	Web: https://www.care.org/country/papua-new-guinea

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
40	FHI 360	<i>Kisim Femili Plenin Strongim Kommuniti</i>	April 2018–September 2021 \$753,534	Aitape-Lumi, West Sepik Maprik, East Sepik	Sexual, reproductive and maternal health Young women and men	Ignatius Mogaba Country Director Imogaba@fhi360.org	
41	Oil Search Foundation	Improving services and inspiring leadership to address family and sexual violence (<i>Bel isi</i> PNG)	July 2018–June 2023 \$5,000,000	National Capital District	Crisis response and case management Coordination	Danielle Winfrey, <i>Bel isi</i> PNG Program Manager danielle.winfrey@oilsearch.com	Web: https://www.belisipng.org.pg/
42	Equal Playing Field	Safe Schools Strong Communities	July 2019–June 2022 \$2,407,049	National Capital District	School-based primary prevention	Jacqui Joseph, Co-Chief Executive Officer and Co-Founder Jacqui@equalplayingfield.global	Web: https://equalplayingfield.global/ Facebook: https://www.facebook.com/equalplayingfieldorg
43	UN Women	Protection for Women and Girls during the COVID-19 Emergency (COVID-19 Protection Project)	May 2020–December 2021 \$2,140,000	East New Britain, East Sepik, Eastern Highlands, Hela, Jiwaka, Morobe, National Capital District, Simbu, Southern Highlands, West Sepik, Western, National	Primary prevention, Humanitarian crisis response, Medical awareness	Michelle Muller, Protection Specialist, UN Women michelle.muller@unwomen.org	
44	FHI 360	Scaling up technical assistance to Family Support Centres	May 2021–September 2021 \$500,000	Bougainville, East Sepik, Madang, New Ireland, West New Britain, West Sepik, Western, National	Medical and support services	Ignatius Mogaba Country Director Imogaba@fhi360.org	Web: https://www.fhi360.org/countries/papua-new-guinea
45	UN Women	Now is the Time: United for Equality and an End to Gender-Based Violence	July 2021–June 2022 \$1,000,000	Morobe, National Capital District	Public spaces and transport Primary prevention Engaging with men and youth	Caroline Nyamayemombe, UN Women Deputy Country Representative c.nyamayemombe@unwomen.org	

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
Enhanced Knowledge and Understanding (9)							
46RC	Department of Pacific Affairs Australian National University	Research on Women's Leadership and Decision Making in the Pacific (including Papua New Guinea)	July 2013–December 2016 \$250,000	National (and 6 other regional countries)	Research National, local and community leadership Public service leadership	Dr Nicole Haley, Nicole.Haley@anu.edu.au	Web: http://dpa.bellschool.anu.edu.au/our-projects/womens-leadership-and-political-participation Facebook: https://www.facebook.com/DepartmentofPacificAffairs/
47RC	Department of Pacific Affairs, Australian National University and International Women's Development Agency	Do No Harm: Research on the relationships between women's economic empowerment and violence against women in Melanesia	February 2014–December 2018 \$362,618	Eastern Highlands Jiwaka Bougainville National Solomon Islands	Research Formal employment Agricultural sector Causes of Violence		Web: http://dpa.bellschool.anu.edu.au/tags/do-no-harm Facebook: https://www.facebook.com/DepartmentofPacificAffairs/
48RC	World Bank Group	Gender-differentiated Labor Allocation in Agriculture in Papua New Guinea: Time-use Survey	May 2016–June 2018 \$210,100	East New Britain Bougainville Eastern Highlands	Research Formal employment Agricultural sector		Web: https://www.worldbank.org/en/country/png
49	Queensland University of Technology (Centre for Social and Creative Media, University of Goroka)	Developing communication strategies for social change against sorcery related violence	August 2016–September 2021 \$1,346,000	Eastern Highlands Simbu Bougainville Milne Bay	Research and research capacity building Digital story-telling Media training Communication strategies for social justice	Verena Thomas, Senior Research Fellow Queensland University of Technology Verena.Thomas@qut.edu.au	Web: https://research.qut.edu.au/designlab/projects/sorcery-png/ www.yumisanapstrong.org Facebook: Yumi Sanap Strong https://www.facebook.com/yumisanapstrong/ or CSCM Facebook page
50	School of Regulation and Global Governance (RegNet), Australian National University	Improving the impact of state and non-state interventions in overcoming sorcery accusations-related violence in Papua New Guinea	September 2016–November 2021 \$1,043,875	Bougainville, Enga, Jiwaka, National Capital District, National	Research Causes of violence and non-violent interventions in accusations of sorcery	Miranda Forsyth, Associate Professor Miranda.forsyth@anu.edu.au	Web: http://regnet.anu.edu.au/research/research-projects/details/6589/improving-impact-state-and-non-state-interventions http://www.stopsorceryviolence.org/

	Organisation (local implementing partner)	Activity title	Start and end dates and total funding	Location / s	Working in ...	Contact information	Website and social media page
51RC	Burnet Institute, WaterAid and International Women's Development Agency	The Last Taboo: Research on managing menstruation in the Pacific	2016–2017 \$540,000	Bougainville National Capital District	Research Menstrual health management		Web: https://www.burnet.edu.au/news/869_the_pacific_s_last_taboo
52	Department of Pacific Affairs, Australian National University	Research Training Program	June 2017– August 2021 \$506,504	National	Research capacity building	Hannah McMahon, Program Administrator Hannah.McMahon@anu.edu.au	
53C	Department of Pacific Affairs, Australian National University	A study of the use and efficacy of protection orders as a key response to domestic and family violence	April 2019– November 2020 \$164,117	National Capital District, Lae, Morobe, Mt Hagen, Western Highlands, Popondetta, Oro Arawa, Bougainville	Research Uptake and impact of family protection orders	Dr Judy Putt, Lead Researcher Judy.Putt@anu.edu.au	
54	International Finance Corporation (Business Coalition for Women)	<i>Bel isi</i> PNG: Measuring the Business Case	February 2020–March 2023 \$396,090	National Capital District	Research Economic and business benefits of investing in response to family and sexual violence	Shabnam Hameed, Global Lead: Workplace Responses to GBV Shameed2@ifc.org	Respectful Workplaces Program website: https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/gender+at+ifc/priorities/employment/respectful+workplaces+program

Annex 2 Activities operating in each Province or Region

Key: Unshaded Activities are ongoing as at 1 January 2021 Shaded Activities are completed as at 31 December 2020

Outcome	Activity Title and Partner	Activity Summary Reference
Autonomous Region of Bougainville (19 Projects: 9 ongoing, 10 completed)		
Women's Leadership and Influence	Women in Leadership Support (Australian National University)	9.1
	Women Make the Change (UN Women)	9.2
	Creative Approaches for Impact (Queensland University of Technology)	9.4
	Inclusive Development (World Bank)	2019–2020 Report
	Young Women's Leadership (IWDA / Bougainville Women's Federation)	2019–2020 Report
	Voter Education (IWDA / Bougainville Women's Federation)	2017–2018 Report
Women's Economic Empowerment	Business Coalition for Women (Business Coalition for Women)	10.2
	Family Farm Teams (University of Canberra)	2019–2020 Report
Violence Prevention and Response	Gender Justice and Healing (IWDA / Nazareth Centre for Rehabilitation)	11.5
	<i>Mamayo</i> (CARE International in Papua New Guinea)	11.6
	Scaling up technical assistance to Family Support Centres (FHI 360)	11.11
	Establishment of Family Support Centres at Arawa and Daru Hospitals (Health program)	2018–2019 Report
	End Violence against Children Campaign (UNICEF)	2019–2020 Report
Enhanced Knowledge and Understanding	Communication Strategies for Social Change (Queensland University of Technology)	12.1
	State and Non-State Interventions in Overcoming Sorcery Accusations-Related Violence (Australian National University)	12.2
	Family Protection Order Research (Australian National University)	12.5
	Do No Harm Research (Australian National University)	2018–2019 Report
	Time-Use Survey (World Bank)	2018–2019 Report
	The Last Taboo Research (Burnett Institute / WaterAid / IWDA)	2019–2020 Report
Central (2 Projects: 2 completed)		
Women's Economic Empowerment	WECREATE Challenge (GriffinWorx)	2016–2017 Report
Violence Prevention and Response	Family Support Centre Assistance (2015-2018) (Population Services International)	2017–2018 Report
East New Britain (7 Projects: 5 ongoing, 2 completed)		
Women's Leadership and Influence	Women Make the Change (UN Women)	9.2
	Women's Empowerment and Voice for Equal Rights in Papua New Guinea (International Women's Development Agency)	9.3
	Creative Approaches for Impact (Queensland University of Technology)	9.4
Women's Economic Empowerment	Entrepreneurial Ecosystem (Center for International Private Enterprise)	10.3
Violence Prevention and Response	COVID-19 Protection (UN Women)	11.10
	Strengthening National Coordination (UNDP)	2019–2020 Report
Enhanced Knowledge and Understanding	Time-use Survey (World Bank)	2018–2019 Report

Outcome	Activity Title and Partner	Activity Summary Reference
East Sepik (10 Projects: 7 ongoing, 3 completed)		
Women's Leadership and Influence	Women Make the Change (UN Women)	9.2
	Creative Approaches for Impact (Queensland University of Technology)	9.4
	Women and Extractives (<i>Pacific Women</i> Support Unit)	9.5
Women's Economic Empowerment Women's Economic Empowerment	Safe and Prosperous Districts (UN Women)	10.5
	Financial literacy training for women and men in Yangoru-Saussia District (Asian Development Bank)	2017–2018 Report
Violence Prevention and Response	Gender-Based and Sorcery-Related Violence in the Highlands (Oxfam)	11.1
	<i>Kommuniti Lukautim Ol Meri</i> (FHI 360)	11.4
	COVID-19 Protection (UN Women)	11.10
	Scaling up technical assistance to Family Support Centres (FHI 360)	11.11
	<i>Kisim Femili Plenin</i> (FHI 360)	11.7
Eastern Highlands (13 Projects: 5 ongoing, 8 completed)		
Women's Leadership and Influence	Women's Forum (Center for International Private Enterprise)	2019–2020 Report
	Increased Women's Representation in Local Government (Centre for Democratic Institutions)	2012–2015 Report
Women's Economic Empowerment	Coffee Industry Support Project (CARE International in Papua New Guinea)	10.1
	<i>Kirapim Kaikai</i> (Community Development Workers Association Inc.)	10.6
	Family Farm Teams (University of Canberra)	2019–2020 Report
Violence Prevention and Response	Gender-Based and Sorcery-Related Violence in the Highlands (Oxfam)	11.1
	<i>Mamayo</i> (CARE International in Papua New Guinea)	11.6
	COVID-19 Protection (UN Women)	11.10
	More support services for women survivors of violence (<i>Strongim Nesem Strongim Pipol</i> program)	2012–2015 Report
	End Violence against Children Campaign (UNICEF)	2019–2020 Report
Enhanced Knowledge and Understanding	Communication Strategies for Social Change (Queensland University of Technology)	12.1
	Do No Harm Research (Australian National University)	2018–2019 Report
	Time-use Survey (World Bank)	2018–2019 Report
Enga (4 Projects: 3 ongoing, 1 completed)		
Women's Leadership and Influence	Women Make the Change (UN Women)	9.2
	Creative Approaches for Impact (Queensland University of Technology)	9.4
Women's Economic Empowerment	<i>Kirapim Kaikai</i> (Community Development Workers Association Inc.)	10.6
Enhanced Knowledge and Understanding	State and Non-State Interventions in Overcoming Sorcery Accusations-Related Violence (Australian National University)	12.2
Hela (4 Projects: 3 ongoing, 1 completed)		
Women's Leadership and Influence	Women Make the Change (UN Women)	9.2
	Creative Approaches for Impact (Queensland University of Technology)	9.4
Violence Prevention and Response	COVID-19 Protection (UN Women)	10.10
	<i>Gutpela Sindaun bilong ol Meri na Pikinini</i> (UN Women)	2018–2019 Report

Outcome	Activity Title and Partner	Activity Summary Reference
Jiwaka (8 Projects: 4 ongoing, 4 completed)		
Women's Leadership and Influence	Women's Empowerment and Voice for Equal Rights in Papua New Guinea (International Women's Development Agency)	9.3
Women's Economic Empowerment	Coffee Industry Support Project (CARE International in Papua New Guinea)	10.1
	Family Farm Teams (Canberra University)	2019–2020 Report
Violence Prevention and Response	COVID-19 Protection (UN Women)	11.10
	Parenting for Child Development (UNICEF)	2019–2020 Report
	End Violence against Children Campaign (UNICEF)	2019–2020 Report
Enhanced Knowledge and Understanding	State and Non-State Interventions in Overcoming Sorcery Accusations-Related Violence (Australian National University)	12.2
	Do No Harm Research (Australian National University)	2018–2019 Report
Madang (4 Projects: 2 ongoing, 2 completed)		
Women's Economic Empowerment	Entrepreneurial Ecosystem (Center for International Private Enterprise)	10.3
Violence Prevention and Response	Scaling up technical assistance to Family Support Centres (FHI 360)	11.11
	Parenting for Child Development (UNICEF)	2019–2020 Report
	End Violence against Children Campaign (UNICEF)	2019–2020 Report
Milne Bay (5 Projects: 3 ongoing, 2 completed)		
Women's Leadership and Influence	Women Make the Change (UN Women)	9.2
	Creative Approaches for Impact (Queensland University of Technology)	9.4
Women's Economic Empowerment	Safe and Prosperous Districts (UN Women)	10.5
Violence Prevention and Response	Strengthening National Coordination (UNDP)	2019–2020 Report
Enhanced Knowledge and Understanding	Communication Strategies for Social Change (Queensland University of Technology)	12.1
Morobe (13 Projects: 10 ongoing, 3 completed)		
Women's Leadership and Influence	Women Make the Change (UN Women)	9.2
	Creative Approaches for Impact (Queensland University of Technology)	9.4
Women's Economic Empowerment	Coffee Industry Support Project (CARE International in Papua New Guinea)	10.1
	Business Coalition for Women (Business Coalition for Women)	10.2
	Meri Buses (Ginigoada Foundation PNG Inc.)	10.4
Violence Prevention and Response	Family and Sexual Violence Case Management Centre (Femili PNG)	11.2
	Safe Public Transport (UN Women)	11.3
	Mamayo (CARE International in Papua New Guinea)	11.6
	COVID-19 Protection (UN Women)	11.10
	United for Equality (UN Women)	11.14
	Strengthening National Coordination (UNDP)	2019–2020 Report
Enhanced Knowledge and Understanding	Highlands Sexual Reproductive and Maternal Health (CARE International in Papua New Guinea)	2017–2018 Report
	Family Protection Order Research (Australian National University)	12.5

Outcome	Activity Title and Partner	Activity Summary Reference
National Capital District (23 Projects: 12 ongoing, 11 completed)		
Women's Leadership and Influence	Women Make the Change (UN Women)	9.2
	Women's Empowerment and Voice for Equal Rights in Papua New Guinea (IWDA)	9.3
	Creative Approaches for Impact (Queensland University of Technology)	9.4
Women's Economic Empowerment	Business Coalition for Women (Business Coalition for Women)	10.2
	Entrepreneurial Ecosystem (Center for International Private Enterprise)	10.3
	Meri Buses (Ginigoada Foundation PNG Inc)	10.4
	WECREATE Challenge (GriffinWorx)	2016–2017 Report
Violence and Prevention Response	Bel isi PNG (Oil Search Foundation)	11.8
	Safe Schools (Equal Playing Field)	11.9
	COVID-19 Protection (UN Women)	11.10
	United for Equality (UN Women)	11.14
	Family and Sexual Violence Action Committee Secretariat (FSVAC)	11.13
	Family Support Centre Assistance (2015-2018) and SASA! Pilot (2018-2020) (Population Services International)	11.12
	Safe Public Transport (UN Women component completed)	11.3
	Safe City (UN Women)	2019–2020 Report
	Strengthening National Coordination (UNDP)	2019–2020 Report
	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	State and Non-State Interventions in Overcoming Sorcery Accusations-Related Violence (Australian National University)
Bel isi PNG Research (International Finance Corporation / Business Coalition for Women)		12.4
Family Protection Order Research (Australian National University)		12.5
The Last Taboo Research (Burnett Institute / Water Aid / IWDA)		2019–2020 Report
New Ireland (4 Projects: 3 ongoing, 1 completed)		
Women's Leadership and Influence	Women Make the Change (UN Women)	9.2
	Creative Approaches for Impact (Queensland University of Technology)	9.4
Women's Economic Empowerment	Family Farm Teams (Canberra University)	2019–2020 Report
Violence Prevention and Response	Scaling up technical assistance to Family Support Centres (FHI 360)	11.11
Oro (1 Project: 1 ongoing)		
Enhanced Knowledge and Understanding	Family Protection Order Research (Australian National University)	12.5
Simbu (6 Projects: 3 ongoing, 3 completed)		
Women's Economic Empowerment	Coffee Industry Support Project (CARE International in Papua New Guinea)	10.1
Violence Prevention and Response	COVID-19 Protection (UN Women)	11.10

Outcome	Activity Title and Partner	Activity Summary Reference
Violence Prevention and Response	Gender-Based and Sorcery-Related Violence in the Highlands (Oxfam) (in Simbu completed)	11.1
	Parenting for Child Development (UNICEF)	2019–2020 Report
	End Violence against Children Campaign (UNICEF)	2019–2020 Report
Enhanced Knowledge and Understanding	Communication Strategies for Social Change (Queensland University of Technology)	12.1
Southern Highlands (5 Projects: 3 ongoing, 2 completed)		
Women's Leadership and Influence	Women Make the Change (UN Women)	9.2
	Creative Approaches for Impact (Queensland University of Technology)	9.4
Violence Prevention and Response	COVID-19 Protection (UN Women)	11.10
	Support to Family Support Centres and Health clinics in Southern Highlands (International Red Cross)	2016–2017 Report
	<i>Gutpela Sindaun bilong ol Meri na Pikinini</i> (UN Women)	2018–2019 Report
West New Britain (1 Projects: 1 ongoing)		
Violence Prevention and Response	Scaling up technical assistance to Family Support Centres (FHI 360)	11.11
West Sepik (6 Projects: 4 ongoing, 2 completed)		
Women's Leadership and Influence	Women and Extractives (<i>Pacific Women</i> Support Unit)	9.5
Violence Prevention and Response	<i>Kommuniti Lukautim Ol Meri</i> (FHI 360)	11.4
	COVID-19 Protection Project (UN Women)	11.10
	Scaling up technical assistance to Family Support Centres (FHI 360)	11.11
	<i>Kisim Femili Plenin</i> (FHI 360)	11.7
	SASA! Pilot (Population Services International)	11.12
Western Highlands (7 Projects: 2 ongoing, 5 completed)		
Women's Economic Empowerment	Coffee Industry Support Project (CARE International in Papua New Guinea)	10.1
	Family Farm Teams (Canberra University)	2019–2020 Report
Violence Prevention and Response	<i>Kommuniti Lukautim Ol Meri</i> (FHI 360)	11.4
	Parenting for Child Development (UNICEF)	2019–2020 Report
	End Violence against Children Campaign (UNICEF)	2019–2020 Report
	<i>Gutpela Sindaun bilong ol Meri na Pikinini</i> (UN Women)	2018–2019 Report
Enhanced Knowledge and Understanding	Family Protection Order Research (Australian National University)	12.5
Western (3 Projects: 2 ongoing, 1 completed)		
Violence Prevention and Response	COVID-19 Protection (UN Women)	11.10
	Scaling up technical assistance to Family Support Centres (FHI 360)	11.11
	Establishment of Family Support Centres at Arawa and Daru Hospitals (Health Program)	2018–2019 Report
National (12 Projects: 7 ongoing, 5 completed)		
Women's Leadership and Influence	Women in Leadership Support (Australian National University)	9.1
	Women Make the Change (UN Women)	9.2
	Creative Approaches for Impact (Queensland University of Technology)	9.4
	Women's Forum (Center for International Private Enterprise)	2019–2020 Report

Outcome	Activity Title and Partner	Activity Summary Reference
Violence Prevention and Response	COVID-19 Protection (UN Women)	11.10
	Scaling up technical assistance to Family Support Centres (FHI 360)	11.11
	Family and Sexual Violence Action Committee Secretariat (FSVAC)	11.13
	Strengthening National Coordination (UNDP)	2019–2020 Report
Enhanced Knowledge and Understanding	State and Non-State Interventions in Overcoming Sorcery Accusations-Related Violence (Australian National University)	12.2
	Research Training Program (Australian National University)	12.3
	Do No Harm Research (Australian National University)	2018–2019 Report
	Research on Women's Leadership and Decision Making in the Pacific (Australian National University)	2016–2017 Report

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) as at December 2020.

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)	
Women's Leadership and Influence					
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 practice 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.	●
Women's Economic Empowerment					
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.	●
Violence Prevention and Response					
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.	●

Short-term outcomes (2014–2016)		Intermediate-term outcomes (2017–2019)		Long-term outcomes (2020–2022)	
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.	●
Enhanced Knowledge and Understanding					
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.	●		

Annex 4 Government of Papua New Guinea Gender Commitments

Constitution

Section 55:

Subject to this Constitution, all citizens have the same rights, privileges, obligations and duties irrespective of race, tribe, place of origin, political opinion, colour, creed, religion or sex.

Subsection (1) does not prevent the making of laws for the special benefit, welfare, protection or advancement of females, children and young persons, members of underprivileged or less advanced groups or residents of less advanced areas.

Goal 2 of the Five National Goals and Directive Principles Goals: Equality and participation.

International treaties and commitments

The Government of Papua New Guinea has ratified six of the core human rights treaties:

- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- International Convention for the Elimination of All Forms of Racial Discrimination
- Convention on the Rights of the Child
- Convention on the Elimination of All Forms of Discrimination against Women
- Convention on the Rights of Persons with Disabilities

The Government of Papua New Guinea has also adopted the following international commitments:

- The Beijing Platform for Action 1995
- Sustainable Development Goals (2015–2030)
- UN Security Council Resolutions 1325, 1820 and 1888 relating to women, peace and security

The Government of Papua New Guinea has made regional gender equality commitments, including:

- Pacific Platform for Action on Gender Equality and Women's Human Rights 2018–2030.
- Pacific Leaders' Gender Equality Declaration 2012. Particularly relevant goals include:
- Goal 1: Gender Responsive Government Programs and Policies
- Goal 2: Women's Leadership and Decision Making
- Goal 3: Women's Economic Empowerment
- Goal 5: Ending Violence Against Women
- Goal 6: Women's Health and Education
- The National Parliament appointed a Special Committee on Gender-Based Violence.

Laws

- The *Bougainville Community Government Act* 2016 requires equal participation of women and men in community government.
- The *Lukautim Pikinini (Child Welfare) Act* 2015 mandates that the interests of the child shall be paramount and introduces provisions for women with children and pregnant women in custody. Regulations were endorsed by the National Executive in January 2017.
- The *Civil Registration (Amendment) Act* 2014 prohibits customary polygamous marriages.²⁹⁹

²⁹⁹ Bills awaiting regulatory approvals include: the Marriage (Amendment) Bill 2015; the Matrimonial Causes (Amendment) Bill 2015; and the Censorship Bill 2015. The Marriage (Amendment) Bill will set the standard minimum age for women and men at 18 for marriage. The Matrimonial Causes (Amendment) Bill will ensure that women and men would be apportioned property equally in the event of divorce and that both parents would have equality of access to children. The Censorship Bill introduces new offences relating to the abuse of women and girls. Eric Kwa (2019). Strengthening Gender Equality Through the Law in *Papua New Guinea Attorney General's Law Journal* 1, (1 January 2019). Available at: <http://www.paclii.org/cgi-bin/sinodisp/pg/journals/PGAGLJ/2019/1.html?stem=&synonyms=&query=Matrimonial%20Causes%20amendment>.

- The *Family Protection Act* 2013 criminalises domestic violence and introduces a system of Family and Interim Protection Orders. Regulations were endorsed by National Executive Council in December 2016.
- Repeal of the *Sorcery Act* 1971, which means sorcery accusation-related violence and killings can now be prosecuted under the criminal law.
- Section 101 of the Constitution was amended by the *Equality and Participation Act* 2013 to create 22 reserved seats for women in the National Parliament. Enabling legislation has yet to be passed.
- The *Criminal Code (Amendment) Act* 2012, which makes people smuggling and human trafficking criminal offences.
- The *Criminal Code (Sexual Offences and Crimes against Children) Act* 2002, which introduced new offences relating to sexual offences and removed marital immunity from a charge of rape.

Strategies

- Vision 2050
- Papua New Guinea Development Strategic Plan 2010–2030
- Medium Term Development Plan III (2018–2022)
- Papua New Guinea National Strategy to Prevent and Respond to Gender Based Violence 2016–2025
- Papua New Guinea National STI and HIV Strategy 2018–2022
- Gender Equity in Education Strategic Plan 2009–2014
- National Strategy on Financial Inclusion and Financial Literacy 2016–2020
- National Strategy for Responsible Sustainable Development 2014
- National Climate Compatible Development Management Strategy

Action plans

- Sorcery and Witchcraft Accusation Related Violence National Action Plan 2015
- National Health Plan 2011–2020
- Papua New Guinea Child Health Policy and Plan 2009–2020
- National Agriculture Development Plan 2007–2016
- Women in Mining Action Plan 2007–2014
- National Action Plan to Support Women in Elected and Public Offices
- Universal Basic Education Plan 2010–2019

Policies

- National Child Protection Policy 2017–2027
- National Small to Medium Enterprise Policy 2016
- National Policy on Disability 2015–2025
- National Population Policy 2015–2024
- National Policy on Social Protection 2015–2020
- National Health Sector Gender Policy 2014
- National Sexual Reproductive Policy 2014
- National Family Planning Policy 2014
- Newborn Health Policy 2014
- National Public Service Gender Equity and Social Inclusion Policy 2013
- National Security Policy 2013
- National Policy for Women and Gender Equality 2011–2015
- National Informal Economy Policy 2011–2015
- Gender Equity in Education Policy 2009
- Equal Employment Opportunity, Anti-Discrimination and Harassment Policy 2009
- National Youth Policy 2007–2017
- National Gender Policy and Plan on HIV and AIDS 2006–2010

Annex 5 Directly funded partner local engagement and capacity building

Key: (C) = completed activity as at 30 June 2021

Project Title	Directly Funded Partner Organisation Type	Works with following local groups ...									
		Individuals	Communities (Rural or Urban)	Faith Based Organisation	Community-based Organisation	Local NGO	District Administration	Provincial Administration and/or Authority	National Department / Agency	Private Sector	Research/Tertiary Institutions
Women's Leadership and Influence											
Increased Women's Representation in Local Government (C)	Tertiary Institution	✓	Rural								
Inclusive Development in post-conflict Bougainville (C)	Multilateral	✓	Rural		✓		✓	✓			
Women's Forum (C)	Logistic Support	✓	Rural and Urban						✓		
Young Women's Leadership Project (C)	INGO	✓	Rural		✓	✓		✓			
Voter Education in Bougainville (C)	INGO	✓	Rural			✓		✓			
Women in Leadership Support Program	Tertiary Institution	✓	Rural and Urban			✓	✓	✓	✓		
Papua New Guinea Women and Extractives (C)	Individual Advisers	✓	Rural	✓	✓	✓	✓		✓	✓	✓
Women Make the Change	Multilateral	✓	Urban					✓	✓		
Women's Empowerment and Voice for Equal Rights in Papua New Guinea	INGO	✓	Rural			✓	✓				
Creative Approaches for Impact in International Development	Tertiary Institution	✓	Urban								
Women's Economic Empowerment											
Coffee Industry Support Project	INGO	✓	Rural		✓	✓			✓	✓	✓

Project Title	Directly Funded Partner Organisation Type	Works with following local groups ...									
		Individuals	Communities (Rural or Urban)	Faith Based Organisation	Community-based Organisation	Local NGO	District Administration	Provincial Administration and/or Authority	National Department / Agency	Private Sector	Research/Tertiary Institutions
Strengthening the Business Coalition for Women	Local Social Enterprise	✓	Urban			✓			✓	✓	
Increasing economic opportunities for women smallholders and their families ('Family Farm Teams') (C)	Tertiary Institution	✓	Rural	✓	✓	✓	✓	✓	✓	✓	✓
Creating an entrepreneurial ecosystem for women in Papua New Guinea to enable women's economic empowerment	INGO	✓	Urban			✓				✓	✓
WECREATE Challenge (C)	INGO	✓	Urban								
<i>Kirapim Kaikai na Maket</i> (C)	Local CBO	✓	Rural		✓						
Financial Literacy training women and men in Yangoru-Saussia District (C)	Multilateral	✓	Rural		✓						
Safe and Prosperous Districts (C)	Multilateral	✓	Rural	✓	✓	✓	✓	✓	✓		
Safe Public Transport: <i>Meri</i> Buses in Port Moresby and Lae	Local NGO	✓	Urban						✓	✓	
Violence Prevention and Response											
Port Moresby: A Safe City for Women and Girls Program (C)	Multilateral	✓	Urban					✓	✓	✓	✓
More support services for women survivors of violence (C)	Sector program		Urban					✓			
Responding to Gender-Based and Sorcery-Related Violence in the Highlands	INGO	✓	Rural and Urban	✓	✓	✓	✓	✓	✓		✓
Support for strengthening national coordination, implementation and monitoring mechanisms to prevent and respond to family and sexual violence (C)	Multilateral	✓	Urban					✓	✓		✓
Family and Sexual Violence Case Management Centre (Femili PNG)	Local NGO	✓	Rural and Urban	✓	✓	✓	✓	✓	✓	✓	✓

Project Title	Directly Funded Partner Organisation Type	Works with following local groups ...									
		Individuals	Communities (Rural or Urban)	Faith Based Organisation	Community-based Organisation	Local NGO	District Administration	Provincial Administration and/or Authority	National Department / Agency	Private Sector	Research/Tertiary Institutions
Building the capacity of PNG's Family and Sexual Violence Action Committee (C)	Local NGO & Consultant		Urban	✓	✓	✓	✓	✓	✓		
Safe Public Transport for Women, Girls and Children (C)	Multilateral	✓	Urban					✓	✓	✓	
Support to the Family Health Centre in Port Moresby (C)	Managing Contractor		Urban					✓	✓		
<i>Kommuniti Lukautim Oi Meri</i>	INGO	✓	Rural and Urban	✓	✓	✓	✓	✓	✓	✓	✓
From Gender-based Violence to Gender Justice and Healing in Bougainville	INGO	✓	Rural	✓	✓	✓		✓	✓	✓	
Parenting for Child Development (C)	Multilateral	✓	Rural	✓				✓	✓		✓
End Violence against Children Campaign (C)	Multilateral	✓	Rural and Urban	✓	✓		✓	✓	✓		
Highland Sexual Reproductive and Maternal Health (C)	INGO	✓	Rural		✓		✓	✓	✓		
Creating a movement to end violence against women in Papua New Guinea: The SASA! Pilot and Family Support Centre Assistance Project (C)	INGO	✓	Rural and Urban	✓	✓	✓	✓	✓	✓		✓
Establishment of Family Support Centres at Arawa Hospital, Bougainville and Daru Hospital, Western Province (C)	Managing Contractor		Rural and Urban					✓	✓		
Construction of the Koki Market Transit Centre (C)	Managing Contractor		Urban				✓	✓	✓		
Support to Family Support Centres and Health clinics in Southern Highlands (C)	Multilateral		Rural and Urban				✓	✓	✓		
Renovation of Lifeline Centre (C)	Managing Contractor		Urban			✓					

Project Title	Directly Funded Partner Organisation Type	Works with following local groups ...									
		Individuals	Communities (Rural or Urban)	Faith Based Organisation	Community-based Organisation	Local NGO	District Administration	Provincial Administration and/or Authority	National Department / Agency	Private Sector	Research/Tertiary Institutions
<i>Gutpela Sindaun bilong ol Meri na Pikinini (C)</i>	Multilateral	✓	Rural	✓	✓	✓	✓	✓	✓		
<i>Mamayo</i>	INGO	✓	Rural		✓		✓	✓	✓		
<i>Kisim Femili Plenin Strongim Kommuniti</i>	INGO	✓	Rural	✓			✓	✓	✓		✓
<i>Bel isi PNG</i>	Private Sector	✓	Urban	✓	✓	✓		✓	✓	✓	✓
Safe Schools Strong Communities	Local NGO	✓	Urban					✓	✓		✓
Protection for Women and Girls during the COVID-19 Emergency	Multilateral	✓	Rural and Urban		✓	✓		✓	✓		
Scaling up technical assistance to Family Support Centres	INGO	✓	Rural and Urban					✓	✓		
Now is the Time: United for Equality and an End to Gender-Based Violence	Multilateral		Urban		✓	✓	✓	✓	✓	✓	
Enhanced Knowledge and Understanding											
Research on Women's Leadership and Decision Making in the Pacific (C)	Tertiary Institution	✓	Urban and Rural								
Do No Harm: Research on the relationships between women's economic empowerment and violence against women in Melanesia (C)	Tertiary Institution	✓	Rural and Urban	✓	✓	✓					
Gender-differentiated Labor Allocation in Agriculture in Papua New Guinea: Time-use Survey (C)	Multilateral		Rural			✓				✓	
Developing communication strategies for social change against sorcery related violence	Tertiary Institution	✓	Rural	✓	✓	✓	✓	✓	✓		✓

Project Title	Directly Funded Partner Organisation Type	Works with following local groups ...									
		Individuals	Communities (Rural or Urban)	Faith Based Organisation	Community-based Organisation	Local NGO	District Administration	Provincial Administration and/or Authority	National Department / Agency	Private Sector	Research/Tertiary Institutions
Improving the impact of state and non-state interventions in overcoming sorcery accusations related violence in Papua New Guinea	Tertiary Institution	✓	Rural	✓	✓	✓	✓	✓	✓		✓
The Last Taboo: Research on managing menstruation in the Pacific (C)	Tertiary Institution		Rural		✓	✓					
PNG Research Training Program	Tertiary Institution	✓				✓			✓		✓
Family Protection Order Research (C)	Tertiary Institution		Urban		✓	✓			✓		✓
<i>Bel isi PNG</i> : Measuring the Business Case	Multilateral		Urban			✓				✓	
Total number of projects working with the following types of local groups		42	21 Rural 19 Urban 13 Rural and Urban	17	26	29	21	34	36	15	18

Annex 6 Relevant Research and Knowledge Resources

This table of research and knowledge resources builds on a more comprehensive list included as Annex 6 of the *Pacific Women in Papua New Guinea Performance Report 2019–2020* available at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2019-2020/>.

Organisation	Authors, Title, Date	Web link / Contact
Leadership and Influence (related)		
Australian National University	Kerryn Baker and Julien Barbara (2020). Revisiting the Concept of Political Participation in the Pacific, <i>Pacific Affairs</i> 93/1, pp.135-155.	https://pacificaaffairs.ubc.ca/ubc-product/volume-93-no-1/
Australian National University	Kerryn Baker and Sonia Palmier (2020). Widows and Wives in Pacific Politics: A Reliable Pathway for Women?, <i>In Brief</i> 2020/1, Department of Pacific Affairs	http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2020-02/dpa_in_brief_baker_palmieri_2020_01_final.pdf
Australian National University	Julien Barbara and Kerryn Baker (13 May 2020). Revisiting the concept of political participation in the Pacific, <i>DevPolicy Blog</i>	https://devpolicy.org/revisiting-the-concept-of-political-participation-in-the-pacific-20200513-2/
Australian National University	Julien Barbara and Kerryn Baker (2020). Addressing collective action problems in Melanesia: the Northern Islands Market Vendors' Association in Vanuatu, <i>Development in Practice</i> 30/8, pp.1-11.	https://www.tandfonline.com/toc/cdip20/current
Bougainville Women's Federation	Bougainville Women's Federation (November 2020). Report on the Observation of the 2020 General Election of the Autonomous Bougainville Government	https://www.ndi.org/sites/default/files/BWF%20Observation%20Report%208.pdf
Papua New Guinea National Research Institute	Mary Fairio, Sarah Kaut Nasengom and Cathy Keimelo (October 2020). Challenges and Critical Factors Affecting Women in the 2017 National Elections: Case of Lae and Huon Gulf, <i>Discussion Paper</i> 178 Papua New Guinea National Research Institute	https://pngri.org/images/Publications/DPNo178_Challenges_and_critical_factors_affecting_women_in_the_2017_national_elections_-_Case_of_Lae_and_Huon_Gulf_.pdf
Australian National University	Elise Howard, Julien Barbara, Sonia Palmieri (2020). Mentoring to Support Women's Leadership, <i>Policy Brief</i> 2020/1.	http://bellschool.anu.edu.au/experts-publications/publications/7665/pb-202001-mentoring-support-womens-leadership
University of Papua New Guinea	Michael Kabuni, Danny Eric Argon (25 May 2021). Reserved seats in PNG: lessons learnt. <i>DevPolicy Blog</i>	https://devpolicy.org/reserved-seats-in-png-lessons-learnt-20210525-2/
United Nations Office for Disaster Risk Reduction	Yo Kunieda (15 September 2020). Women's Leadership in the Pacific: Trailblazer opens world of disaster management to women.	https://www.undrr.org/news/womens-leadership-pacific-trailblazer-opens-world-disaster-management-women
Australian National University	Theresa Meki (2020). Lusim Hanmak: Why Women Candidates in Papua New Guinea Need to Start Early, <i>In Brief</i> 2020/25, Department of Pacific Affairs	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7814/ib-202025-lusim-hanmak-why-women-candidates-papua-new-guinea

Organisation	Authors, Title, Date	Web link / Contact
Women's Action for Voice and Empowerment (International Women's Development Agency)	Our Voice: Women in the House. We can make a Difference! Review of Electoral Laws to Increase Women's Political Participation In Papua New Guinea.	https://www.iwda.org.au/assets/files/Our-Voice_PNG-TSM-Brief-for-duty-bearers_IWDA_WAVE.pdf
Australian National University	Russel Yangin (2021). Political Leadership in Papua New Guinea: Three Women Parliamentarians Defeated in the 2017 Election: Part One, <i>In Brief 2021/1</i> , Department of Pacific Affairs	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7935/ib-202101-political-leadership-papua-new-guinea-three-women
Australian National University	Russel Yangin (2021). Political Leadership in Papua New Guinea: Three Women Parliamentarians Defeated in the 2017 Election: Part Two, <i>In Brief 2021/2</i> , Department of Pacific Affairs	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7936/ib-202102-political-leadership-papua-new-guinea-three-women
Economic Empowerment (related)		
Australian National University	Richard Eves (18 December 2020). Women's economic empowerment in Papua New Guinea: Addressing violence to enable women's economic empowerment. <i>Policy Forum Asia</i> and the Pacific Policy Society.	https://www.policyforum.net/womens-economic-empowerment-in-papua-new-guinea/
Australian National University	Richard Eves and Asha Titus (2020). <i>Women's Economic Empowerment among Coffee Smallholders in Papua New Guinea</i> . Department of Pacific Affairs, Australian National University.	http://dpa.bellschool.anu.edu.au/sites/default/files/uploads/2020-09/dpa_womens_economic_empowerment_eves_and_titus_september_2020_online_version.pdf
Curtin University	W. Fort and G. Koczberski (November 2020). Women's Savings (and Loans) Groups in Developing Countries. A review of the literature. <i>Discussion Paper 1</i> . Pacific Livelihoods Research Group, Curtin University.	https://thelivelihoodsprogram.files.wordpress.com/2020/11/201112-fortkoczberski-savings-groups-review.pdf
Curtin University	Matilda Rondy Hamago, (2019). <i>The role and impact of female extension officers on the participation of women in export crop production in Papua New Guinea</i> Master's Thesis: School of Design and Built Environment Curtin University.	https://espace.curtin.edu.au/bitstream/handle/20.500.11937/76109/Hamago%20M%202019.pdf?sequence=1&isAllowed=y
CARE International in Papua New Guinea	Josie Huxtable (2020). <i>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</i> . CARE International in Papua New Guinea.	Available on request. Elsie.Mongoru@careint.org
University of Canberra	Dr Phil Keane, Dr David Guest, & Dr Barbara Pamphilon (2020). <i>Enhancing the roles of women and the whole family in cocoa production</i> . Australian Centre for International Agricultural Research.	https://researchsystem.canberra.edu.au/ws/portalfiles/portal/34091313/TADEP_CRG_Enhancing_the_roles_of_women_and_the_whole_family_in_cocoa_production_final_report.pdf
Curtain University, Coffee Industry Corporation and CARE International in Papua New Guinea	G. Koczberski, T. Sharp, J. Wesley and S. Ryan, (2019). <i>Village Savings and Loans Association: Eastern Highlands Province, Papua New Guinea. Preliminary Report</i> . Curtin University, Perth, Australia.	https://thelivelihoodsprogram.files.wordpress.com/2019/11/kocz-etal2019-vslapreliminaryresults.pdf
International Food Policy Research Instituted	Katrina Kosec, Cecilia Hyunjung Mo, Emily Schmidt and Jie Song (December 2019). <i>How do Perceptions Of Relative Poverty Affect Women's Empowerment? Evidence from Papua New Guinea</i> IFPRI Discussion Paper 01895, Development Strategy and Governance Division International Food Policy Research Institute.	https://pacificwomen.org/wp-content/uploads/2020/01/IFPRI-Discussion-paper_How-do-perceptions-of-relative-poverty-affect-womens-empowerment.pdf

Organisation	Authors, Title, Date	Web link / Contact
International Food Policy Research Instituted	Katrina Kosec, Cecilia Hyunjung Mo, Emily Schmidt and Jie Song (12 December 2019). <i>How do Perceptions Of Relative Poverty Affect Women's Empowerment? Evidence from Papua New Guinea</i> IFPRI Project Note: International Food Policy Research Institute.	https://pacificwomen.org/wp-content/uploads/2020/01/IFPRI-Project-note_How-do-perceptions-of-relative-poverty-affect-womens-empowerment.pdf
UNOPS	G. Morgan, A. Bajpai, P. Ceppi, A. Al-Hinai, T. Christensen, S. Kumar, S. Crosskey and N. O'Regan. (2020). <i>Infrastructure for gender equality and the empowerment of women</i> . UNOPS, Copenhagen, Denmark.	https://content.unops.org/publications/UNOPS-Infrastructure-for-Gender-Equality-and-the-Empowerment-of-women.pdf?mtime=20200701120805
Papua New Guinea National Research Institute	Wendy Morona and Francis Odhuno (September 2020) Government Should Consider Removing Barriers That Restrict Small And Medium sized Enterprises To Access Bank Loans, <i>Spotlight 13/16</i> Papua New Guinea National Research Institute.	https://pngri.org/images/Publications/Spotlight_Volume_13_Issue_16_Government_should_consider_removing_barriers_that_restrict_small_and_medium-size_Wendy_Morona.pdf
University of Canberra	Barbara Pamphilon (July 2019). Seeds of Change: Report from a Conference on "Gender Equality through Agricultural Research for Development, <i>Ecology, Economy and Society—the INSEE Journal 2/2</i> : pp.125–127.	https://researchsystem.canberra.edu.au/ws/portalfiles/portal/41461776/Pamphilon_Seeds_of_Change_review.pdf
University of Canberra	Barbara Pamphilon, Veronica Bue, Fredah Wantum (2019). "Research and Learning from the 'Inside Out': Processes, Practices and Pedagogy of a Women's Agricultural Economic Empowerment Project in Papua New Guinea", Singh-Peterson, L. and Carnegie, M. (Ed.) <i>Integrating Gender in Agricultural Development</i> , Emerald Publishing Limited, pp.135-147.	https://doi.org/10.1108/978-1-78973-055-520191012
Curtin University	C. Spark, T.L.M. Sharp and G. Koczberski (2020). Relationality and economic empowerment: The role of men in supporting and undermining women's pathways. <i>The Journal of Development Studies</i> .	https://www.tandfonline.com/eprint/E5DPH4SRFZYUSVZXFWXK/full?target=10.1080/00220388.2020.1850697
World Bank	Q. Wodon, A. Onagoruwa, C. Malé, C. Montenegro, H. Nguyen and B. de la Brière (2020). <i>How Large Is the Gender Dividend? Measuring Selected Impacts and Costs of Gender Inequality. The Cost of Gender Inequality Notes Series</i> . World Bank, Washington, DC.	https://openknowledge.worldbank.org/handle/10986/33396
Violence against Women and Girls (related)		
Oxfam in Papua New Guinea	Alison Barclay (July 2020). <i>Oxfam in PNG Gender Justice Program Learning Paper</i> .	Copy available on request from Anand Das, Papua New Guinea Country Director: adas@oxfampacific.org
ChildFund	ChildFund (December 2020) Thematic Briefing: Child Sexual Abuse.	https://drive.google.com/file/d/16KCvzbpjvhcAMIVoiAZMO9_yPIQn8Pak/view
ChildFund	ChildFund (December 2020) Thematic Briefing: Intimate Partner Violence.	https://drive.google.com/file/d/1kEPIgnmyDg_a03u5FbwBZL74QApFtmwb/view?usp=sharing
Eastern Highlands Family Voice, Wide Bay Conservation Association, Voice for Change, Femili PNG and	Joint Submission (30 June 2020). <i>COVID-19 Domestic Violence against Women in Papua New Guinea: Submission to the United Nations Special Rapporteur on Violence against Women</i> .	https://iwda.org.au/assets/files/COVID-19-and-Gender-Based-Violence-in-PNG-FINAL-Submission_v3.pdf

Organisation	Authors, Title, Date	Web link / Contact
International Women's Development Agency		
Femili PNG	Femili PNG (2020). <i>Client Satisfaction Survey Lae 2016–2020</i> Femili PNG.	https://www.femilipng.org/survey-results-2016-2020-client-satisfaction-with-femili-png-and-service-providers/
Australian National University	Tracy Ganaii, Judy Putt and Sinclair Dinnen (2021). Domestic Violence in Papua New Guinea: A Case Study from Boroko District Court, Port Moresby, <i>In Brief</i> 2021/15 Department of Pacific Affairs	http://dpa.bellschool.anu.edu.au/experts-publications/publications/8035/ib-202115-domestic-violence-papua-new-guinea-case-study
Australian National University	Tracy Ganaii, Judy Putt and Sinclair Dinnen (18 June 2021). Domestic violence and the need for criminal justice reform in PNG - Policy Forum Asia & the Pacific Policy Society	https://www.policyforum.net/domestic-violence-and-the-need-for-criminal-justice-reform-in-png/
	Carolyn a. Greene, Lauren Haisley, Cara Wallace and Julian D. Ford (August 2020). Intergenerational effects of childhood maltreatment: A systematic review of the parenting practices of adult survivors of childhood abuse, neglect, and violence, <i>Clinical Psychology Review</i> 80.	https://www.sciencedirect.com/science/article/pii/S0272735820300799/pdf?casa_token=qNxeu6pUP-wAAAAA:kpEOnGRy_LIVzmxFXHsHPXm4k91c0Its5drwOnMXFq30ViXDoHkZo9dvHaRQLlw8usF9PQXX&md5=fadc0090d9d507a2034cddb7667cc03e&pid=1-s2.0-S0272735820300799-main.pdf
Papua New Guinea National Research Institute	Fiona Hukula (10 September 2020). Addressing gender based violence in Papua New Guinea-East Asia Forum.	https://www.eastasiaforum.org/2020/09/10/addressing-gender-based-violence-in-papua-new-guinea/
Papua New Guinea National Research Institute	Fiona Hukula (24 August 2020). Gender Based Violence in Papua New Guinea, <i>Griffith Review</i> , Griffith Asia Institute Griffith University.	https://blogs.griffith.edu.au/asiainsights/gender-based-violence-in-papua-new-guinea/
International Finance Corporation	International Finance Corporation (2021). Workplace responses to Family and Sexual Violence in Papua New Guinea: Measuring the Business Case. International Finance Corporation	https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/gender+at+ifc/priorities/employment/respectful+workplaces+program
Australian National University	Lindy Kanan and Judy Putt (2021). <i>Domestic Violence and Family Law in Papua New Guinea</i> , Department of Pacific Affairs, Australian National University.	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7974/domestic-violence-and-family-law-papua-new-guinea
Australian National University	Lindy Kanan, Judy Putt and Philemon Opur (2021). <i>Family Protection Orders: Court Processes in Papua New Guinea</i> , Department of Pacific Affairs, Australian National University.	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7973/family-protection-orders-court-processes-papua-new-guinea
United Nations Populations Fund	Megan McCloskey and Stephen Meyers (2020). <i>Young Persons with Disabilities: Global Study on Ending Gender-based Violence and Realizing Sexual and Reproductive Health and Rights</i> .	https://pacificwomen.org/resources/young-persons-with-disabilities-global-study-on-ending-gender-based-violence-and-realizing-sexual-and-reproductive-health-and-rights/
Femili PNG	Judy Putt (2021). <i>Helping family and sexual violence survivors in Papua New Guinea. Evaluation of Femili PNG, Lae operations 2014–2020</i> , Femili PNG.	https://www.femilipng.org/helping-family-and-sexual-violence-survivors-in-papua-new-guinea-evaluation-of-femili-png-lae-operations-2014-2020/

Organisation	Authors, Title, Date	Web link / Contact
Australian National University	Judy Putt and Sinclair Dinnen (2020) Reporting, Investigating and Prosecuting Family and Sexual Violence Offences in Papua New Guinea, Research Report Department of Pacific Affairs	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7648/reporting-investigating-and-prosecuting-family-and-sexual
Australian National University	Judy Putt and Sinclair Dinnen (2020). Additional data - Reporting, Investigating and Prosecuting Family and Sexual Violence Offences in Papua New Guinea, Research paper, Department of Pacific Affairs	http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2020-06/dpa_fsv_report_2020_additional_data_final_25_june_no_bleed_smallfile.pdf
Australian National University	Judy Putt and Sinclair Dinnen (2020). Sexual Violence Against Children in Papua New Guinea: What the Criminal Justice Data Tells Us, <i>In Brief</i> 2020/23 Department of Pacific Affairs	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7751/ib-202023-sexual-violence-against-children-papua-new-guinea
Australian National University	Judy Putt and Lindy Kanan (23 April 2021) Protecting domestic violence survivors in PNG - Policy Forum, Asia & the Pacific Policy Society	https://www.policyforum.net/protecting-domestic-violence-survivors-in-png/
Australian National University	Judy Putt and Lindy Kanan (2021). <i>Family Protection Orders in Papua New Guinea</i> , 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
Australian National University	Judy Putt and Lindy Kanan (2021). <i>Family Protection Orders in Papua New Guinea. Summary Report</i> , Department of Pacific Affairs, Australian National University.	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7978/family-protection-orders-papua-new-guinea-summary-report
Australian National University	Judy Putt and Lindy Kanan (9 March 2021). Do protection orders make PNG women safer? <i>DevPolicy Blog</i> .	https://devpolicy.org/do-protection-orders-make-png-women-safer-20210309/
Australian National University	Judy Putt, Doris Mararang, Amanda H A Watson (13 October 2020). Emergency phone services, part two: the police in Papua New Guinea. <i>DevPolicy Blog</i>	https://devpolicy.org/emergency-phone-services-part-two-the-police-in-papua-new-guinea-20201013/
Australian National University	Judy Putt, Doris Mararang, and Amanda H A Watson (2020). Emergency Toll-Free Telephone Services Part 2: A Police Line in Papua New Guinea, <i>In Brief</i> 2020/09, Department of Pacific Affairs (anu.edu.au)	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7533/ib-202009-emergency-toll-free-telephone-services-part-2
Australian National University	Judy Putt, Geejay Milli and Francis Essacu (2021). <i>Domestic violence, the law and related services in Papua New Guinea: a survey of young adults in Port Moresby and Lae</i> , Department of Pacific Affairs, Australian National University.	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7974/domestic-violence-and-family-law-papua-new-guinea
Australian National University	Judy Putt and Sinclair Dinnen (2020). <i>Reporting, Investigating and Prosecuting Family and Sexual Violence Offences in Papua New Guinea</i> , Department of Pacific Affairs, Australian National University.	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7648/reporting-investigating-and-prosecuting-family-and-sexual
Australian National University	Judy Putt and Sinclair Dinnen (2020). <i>Reporting, Investigating and Prosecuting Family and Sexual Violence Offences in Papua New Guinea. Additional Data</i> . Department of Pacific Affairs, Australian National University.	http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2020-06/dpa_fsv_report_2020_additional_data_final_25_june_no_bleed_smallfile.pdf

Organisation	Authors, Title, Date	Web link / Contact
Australian National University	Judy Putt and Sinclair Dinnen (2020). Sexual Violence Against Children in Papua New Guinea: What the Criminal Justice Data Tells Us, <i>In Brief 2020/23</i> , Department of Pacific Affairs, Australian National University.	http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2020-09/dpa_in_brief_2020_23_putt_and_dinnen.pdf
Australian National University	Judy Putt and Sinclair Dinnen (30 October 2020). Sexual Violence Against Children in Papua New Guinea: What the Criminal Justice Data Tells Us, <i>DevPolicy Blog</i>	https://devpolicy.org/sexual-violence-against-children-in-papua-new-guinea-what-the-criminal-justice-data-tells-us-20201030-1/
Government of Papua New Guinea	Special Parliamentary Committee on Gender Based Violence	https://www.unitedforequalitypng.com/2021gbvinquiry?fbclid=IwAR3TTIdZHjv0m2nJ2y_ZNFBn45tUgenGvDMqNfhNWjsfIEIVFkCSWB7uEUc
Australian National University	Amanda H A Watson, Judy Putt (9 October 2020). Emergency phone services, part one: challenging contexts. <i>DevPolicy Blog</i>	https://devpolicy.org/emergency-telephone-services-part-one-challenging-contexts-20201009/
Australian National University	Amanda HA Watson and Judy Putt (2020). Emergency Toll-Free Telephone Services Part 1: Challenging Contexts, <i>In Brief 2020/08</i> Department of Pacific Affairs	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7532/lb-202008-emergency-toll-free-telephone-services-part-1
Justice Services and Stability for Development	Whitelum Group (December 2019). <i>Effectiveness of Referral Pathways for survivors of family and sexual violence in PNG</i> , Justice Services and Stability for Development.	Available on request from Apolosi Bose at: Apolosi.Bose@jss4d.org.pg
Australian National University	PNG Family Protection Order Project – You Tube: Five short videos, including two that explain family protection orders in Tok Pisin and in English - YouTube	https://www.youtube.com/playlist?list=PLV6RuTP9szz-vudxdICls_oAB8FAL25bc
COVID-19 specific (related)		
Asia Development Bank	Asia Development Bank (2020) Summary of Papua New Guinea's COVID-19 Emergency Response Plan.	https://www.adb.org/sites/default/files/linked-documents/51035-005-sd-03.pdf
National Bureau of Economic Research	Titan Alon, Matthias Doepke, Jane Olmstead-Rumsey & Michèle Tertilt (April 2020). <i>The Impact of COVID-19 on Gender Equality</i> , Working Paper 26947, National Bureau of Economic Research.	https://www.nber.org/papers/w26947
CARE	CARE (March 2020). CARE Rapid Gender Analysis COVID-19 – Pacific Region.	https://www.care.org.au/rapid-gender-analysis-covid-19/
United Nations Human Rights Special Procedures Working Group	Miranda Forsyth, Philip Gibbs, Fiona Hukula and other (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
Queensland University of Technology	Eriko Fufurefa and Angela Apa (June 2020) Videos of Kafe Urban Settlers Women's Association (KUSWA) and Kup Women for Peace (KWP) COVID-19 responses.	https://yumisanapstrong.org/responding-to-covid-19-kafe-womens-association-participates-in-wow-global-24/
Griffith Asia Institute	Griffith Asia Institute (28 July 2020). The impact of COVID-19 and policy measures undertaken in Papua New Guinea, <i>Griffith Asia Insights</i> , Griffith University.	https://blogs.griffith.edu.au/asiainsights/the-impact-of-covid-19-and-policy-measures-undertaken-in-papua-new-guinea/

Organisation	Authors, Title, Date	Web link / Contact
	Goldmann, L., Lundgren, R., Welbourn, A., Gillespie, D., Bajenja, E., Muvhango, L. and Michau, L. (2019). 'On the CUSP: the politics and prospects of scaling social norms change programming' in <i>Sexual and Reproductive Health Matters</i> , 27(2), pp.51–63.	https://doi.org/10.1080/26410397.2019.1599654
Papua New Guinea National Research Institute	Jeremy Goro (May 2020) The Impact of Coronavirus Pandemic on Access to Public Transport in Papua New Guinea <i>Spotlight 13/8</i> Papua New Guinea National Research Institute.	https://pngnri.org/images/Publications/Spotlight_Vol_13_Issue_8.pdf
Papua New Guinea National Research Institute	Fiona Hukula (May 2020) The Potential Impact of COVID-19 Pandemic on Vulnerable Groups, <i>Spotlight 13/7</i> Papua New Guinea National Research Institute.	https://pngnri.org/images/Publications/Spotlight_Vol_13_Issue_7_The_potential_impact_of_COVID-19_pandemic_on_vulnerable_groups_.pdf
Papua New Guinea National Research Institute	Fiona Hukula, Miranda Forsyth and Philip Gibbs (May 2020) The importance of messaging for COVID-19. What can we learn from messaging against Sorcery Accusation Related Violence? <i>Blog</i> Papua New Guinea National Research Institute.	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
International Women's Development Agency	IWDA (2020). <i>Submission to the Un Special Rapporteur on Violence against Women: COVID-19 and Domestic Violence against Women in Papua New Guinea</i> .	https://iwda.org.au/resource/covid-19-and-domestic-violence-against-women-in-papua-new-guinea/
Papua New Guinea National Research Institute	Sarah Kaut-Nasengom (August 2020) Potential Impact of COVID-19 on Persons with Disabilities in Papua New Guinea, <i>Spotlight 13/14</i> Papua New Guinea National Research Institute.	https://pngnri.org/images/Publications/Spotlight_Vol_13_Issue_14_Potential_impact_of_COVID-19_on_persons_with_disabilities_in_Papua_New_Guinea.pdf
Center for International Private Enterprise	J. Kim and H. Rosenfeld (July 2020). <i>COVID-19's Arrival in PNG: Impacts on PNG Women-Owned and -Operated MSMEs</i> , Center for International Private Enterprise.	https://www.cipe.org/resources/covid-19s-arrival-in-png-impacts-on-png-women-owned-and-operated-msmes/
Papua New Guinea National Research Institute	Elizabeth Kopel (May 2020). The Impact of COVID-19 on Livelihoods in the Informal Economy in Papua New Guinea <i>Spotlight 13/4</i> Papua New Guinea National Research Institute.	https://pngnri.org/images/Publications/Spotlight_13_4_The_impact_of_COVID-19_on_livelihoods_in_the_Informal_Economy_in_Papua_New_Guinea_2.pdf
Papua New Guinea National Research Institute	Osborne Ogis Sanida (May 2020). COVID-19 and the PNG Economy: Potential Impacts of the K5.7 Billion Economic Stimulus Package on the 2020 National Budget, <i>Spotlight 13/9</i> Papua New Guinea National Research Institute.	https://pngnri.org/images/Publications/Spotlight_13_9.pdf
Pacific Trade Invest	Pacific Business Monitor (2021) <i>Survey 10 – January 2021: Impacts [of COVID-19] on Businesses in the Pacific</i> .	https://pacifictradeinvest.com/media/1653/pti-pacific-business-monitor-wave-10.pdf
Pacific Women Support Unit	(2020) Contact information for Vulnerable Groups during times of crisis in Papua New Guinea.	https://pacificwomen.org/wp-content/uploads/2020/10/Contact-information-for-Vulnerable-Groups-during-times-of-crisis-in-Papua-New-Guinea.pdf

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Pacific Women Support Unit	Pacific Women Support Unit (2020). <i>Pacific Women</i> Thematic Brief: Gender and COVID-19 in the Pacific.	https://pacificwomen.org/research/pacific-women-thematic-brief-gender-and-covid-19-in-the-pacific/
Pacific Women Support Unit	Pacific Women Support Unit (2020). <i>Pacific Women</i> Thematic Brief: Impacts of the COVID-19 pandemic on adolescent girls in the Pacific.	https://pacificwomen.org/research/pacific-girl-thematic-brief-covid19/
Pacific Women Support Unit	Pacific Women Support Unit (2020). A summary of <i>Pacific Women's</i> Webinar on Women's Economic Empowerment and COVID-19.	https://pacificwomen.org/resources/a-summary-of-pacific-womens-webinar-on-womens-economic-empowerment-and-covid-19/
Pacific Women Support Unit	Pacific Women Support Unit (May 2020). <i>Pacific Women</i> Checklist: Gender-inclusive COVID-19 Response.	https://pacificwomen.org/resources/pacific-women-checklist-gender-inclusive-covid-19-response/
The Conversation	The Conversation (10 May 2020). Sexual and gender-based violence during COVID-19: Lessons from Ebola.	https://theconversation.com/sexual-and-gender-based-violence-during-covid-19-lessons-from-ebola-137541
Queensland University of Technology	Verena Thomas, Jackie Kauli, Eriko Fufurefa, Angela Apa, Umba Peter (2021 forthcoming). <i>Igat wei bilong lukautim mipela yet istap</i> – We can look after ourselves Community-based organisations responding to COVID-19 in Papua New Guinea. Campbell Y. and Connell J. (eds) COVID-19 and Islands: The Caribbean and the Pacific, Palgrave Macmillan.	Available on request from Verena Thomas at: Verena.Thomas@qut.edu.au
United Nations Development Programme	United Nations Development Programme (September 2020). <i>Socio-Economic Impact Assessment of COVID-19 on Papua New Guinea</i> .	https://www.pg.undp.org/content/papua_new_guinea/en/home/library/socio-economic-impact-assessment-of-covid-19-on-papua-new-guinea.html
United Nations Development Programme	United Nations Development Programme (May 2020) Gender-based violence and COVID-19, <i>UNDP Brief</i> , United Nations Development Programme	https://www.undp.org/content/undp/en/home/librarypage/womens-empowerment/gender-based-violence-and-covid-19.html
United Nations Population Fund	United Nations Population Fund (2020) The State of Gender-Based Violence During the COVID-19 Crisis and State of Emergency: An assessment of case management, barriers, and realities in Papua New Guinea.	https://drive.google.com/file/d/13U2ixgX7sSE_HlutYMZzMIb_80waAQJx/view?usp=sharing
UN Women	UN Women (2021) Standing Up to the Challenge: Response to the COVID-19 Pandemic in Asia and the Pacific.	https://asiapacific.unwomen.org/en/digital-library/publications/2021/02/standing-up-to-the-challenge-response-to-the-covid-19-pandemic-in-asia-and-the-pacific
UN Women	UN Women (5 August 2020) Gender Alert on COVID-19 in Papua New Guinea.	https://reliefweb.int/sites/reliefweb.int/files/resources/Gender%20alert%20on%20COVID19%20IN%20PNG%20I%20Issue%201.pdf
UN Women	UN Women (2020) Unlocking the Lockdown: The Gendered Effects of COVID-19 on Achieving the SDGs in Asia and the Pacific	https://data.unwomen.org/sites/default/files/documents/COVID19/Unlocking_the_lockdown_UNWomen_2020.pdf
Gender and COVID-19 Working Group	Clare Wenham, Julia Smith and Rosemary Morgan (6 March 2020). COVID-19: the gendered impacts of the outbreak <i>The Lancet</i> 395/10227 pp.846-848.	https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(20)30526-2/fulltext

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Australian National University	Lorelle Tekopiri Yakam (2020). Approaches to the COVID-19 Pandemic in Papua New Guinea: Government Measures and Public Responses, <i>In Brief 2020/28</i> , Department of Pacific Affairs.	http://dpa.bellschool.anu.edu.au/experts-publications/publications/7850/ib-202028-approaches-covid-19-pandemic-papua-new-guinea
Health (related)		
National Statistical Office, Papua New Guinea	National Statistical Office Papua New Guinea and ICF (2019). <i>Papua New Guinea Demographic and Health Survey 2016–18</i> . Port Moresby, Papua New Guinea, and Rockville, Maryland, USA: NSO and ICF.	https://dhsprogram.com/publications/publication-fr364-dhs-final-reports.cfm
Sorcery (related)		
	T. Crook, E. Fufurefa, F. Hukula, K. MacLeod, L. Sar, & L. Munau (2019). KUSWA: A case-study of indigenous participatory filmmaking in addressing gender violence and sorcery accusations, Papua New Guinea. Working Paper. AHRC GCRF Research Networking Scheme Highlight Notice for International Development.	Available on request from Verena Thomas at: Verena.Thomas@qut.edu.au
Australian National University	Richard Eves (forthcoming). Sanguma and Scepticism: Questioning Witchcraft in the Highlands of Papua New Guinea, <i>Journal of Royal Anthropological Institute</i>	
Australian National University, Divine Word University, Papua New Guinea National Research Institute	Miranda Forsyth, Ibolya Losoncz, Philip Gibbs, Fiona Hukula, William Kipongi (2021). Sorcery Accusation-Related Violence in PNG Part 7: The Harm of SARV, <i>In Brief 2021/7</i> Department of Pacific Affairs Australian National University	http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2021-03/sorcery_accusation_related_violence_in_png_part_7_the_harm_of_sarv_dpa_in_brief_2021_05_miranda_forsyth_ibolya_losoncz_philip_gibbs_fiona_hukula_william_kipongi.pdf
Australian National University and Divine Word University	Miranda Forsyth and Philip Gibbs (2021). Causal Stories and the Role of Worldviews in Analysing Responses to Sorcery Accusations and Related Violence, <i>Foundations of Science</i> 1/12.	https://doi.org/10.1007/s10699-020-09727-4
Australian National University, Divine Word University, Papua New Guinea National Research Institute	Miranda Forsyth, Ibolya Losoncz, Philip Gibbs, Fiona Hukula, William Kipongi (2021). Sorcery Accusation-Related Violence in PNG Part 6: Catalysts of Accusation and Violence, <i>In Brief 2021/6</i> Department of Pacific Affairs Australian National University	http://bellschool.anu.edu.au/sites/default/files/publications/attachments/2021-03/sorcery_accusation_related_violence_in_png_part_6_catalysts_of_accusation_and_violence_dpa_in_brief_2021_06_miranda_forsyth_ibolya_losoncz_philip_gibbs_fiona_hukula_william_kipongi.pdf
Australian National University, Divine Word University, Papua New Guinea National Research Institute	Miranda Forsyth, Ibolya Losoncz, Philip Gibbs, Fiona Hukula & William Kipongi (2021). Sorcery Accusation-Related Violence in PNG Part 5: Incidents and	http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2021-03/sorcery_accusation_related_violence_in_png_part_5_inciden

Organisation	Authors, Title, Date	Web link / Contact
	Victims, <i>In Brief 2021/5</i> Department of Pacific Affairs Australian National University	ts_and_victims_dpa_in_brief_2021_05_miranda_forsyth_ibolya_losoncz_philip_gibbs_fiona_hukula_william_kipongi.pdf
United Nations Human Rights Special Procedures Working Group	Miranda Forsyth and others (November 2020). Concept Note & 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
Australian National University and Divine Word University	Miranda Forsyth and Philip Gibbs (2019). Contagion of violence: The role of narratives, worldviews, mechanisms of transmission and contagion entrepreneurs. <i>International Journal for Crime, Justice and Social Democracy</i> 9/2: 37-59.	https://doi.org/10.5204/ijcjsd.v9i2.1217
Divine Word University	Philip Gibbs (2020). Witchcraft Accusations and Hybrid Formulations in Papua New Guinea. <i>On Knowing Humanity Journal</i> 4/1: 65-68.	https://www.researchgate.net/publication/338960708_5_Witchcraft_Accusations_and_Hybrid_Formulations_in_Papua_New_Guinea/citation/download
Divine Word University	Philip Gibbs (2020). Sorcery-accusation related violence in Papua New Guinea. Christina – a case study. <i>Missio Internationalis Katholisches Missionswerk e.V.</i> Aachen, Germany.	
Queensland University of Technology	Jackie Kauli and Verena Thomas (2020). When you kill the body, do you kill the spirit? Curating affectual performances addressing violence related to sorcery accusations in Papua New Guinea. <i>Research in Drama Education</i> , 25(3), pp.351-363.	https://eprints.qut.edu.au/204529/
Australian National University	Ibolya Losoncz, Miranda Forsyth and Judy Putt (2020). Innovative Data Collection and Integration to Investigate Sorcery Accusation Related Violence in Papua New Guinea. <i>Qualitative & Multi-Method Research</i> 17–18(1):66–74.	http://doi.org/10.5281/zenodo.3976055
Llane Munau	Film: Peter and Grace Make a Difference.	https://youtu.be/hcvuFNfZm50
Queensland University of Technology	Verena Thomas and Jackie Kauli (2020). Strengthening the voices of human rights defenders in the media: A case study on addressing sorcery accusation related violence in Papua New Guinea. <i>Pacific Journalism Review</i> , 26(1), pp.86-104.	https://eprints.qut.edu.au/204531/
PhD Candidate, Queensland University of Technology	Bomai D Witne (2021) <i>Addressing sorcery accusation related violence: The Experience of the Yuri people of the Simbu Province of Papua New Guinea.</i>	Available on request through Verena Thomas at: Verena.Thomas@qut.edu.au
Enhanced Knowledge and Understanding (related)		
Collaboration of the PNG Government's Department for Community Development, Youth and Religion; the PNG Disability Sector Coalition; the PNG Assembly of	Guidance Procedures Disability Inclusion in PNG Programs: Guidance for Australian Government funded development partners and stakeholders to ensure disability inclusion actions are incorporated into the planning and delivery of programs or activities.	Available on the https://pacificwomen.org website

Organisation	Authors, Title, Date	Web link / Contact
Disabled Persons; Australia Awards PNG, <i>Pacific Women</i> and the PNG-Australia Governance Partnership		
International Finance Corporation	International Finance Corporation, Respectful Workplaces Program website.	https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/gender+at+ifc/priorities/employment/respectful+workplaces+program
<i>Pacific Women</i> Support Unit	<i>Pacific Women</i> Support Unit (2021). <i>Pacific Women</i> What Works for Gender Transformative Approaches in Papua New Guinea.	Available on the https://pacificwomen.org website
<i>Pacific Women</i> Support Unit	<i>Pacific Women</i> Support Unit (December 2020) <i>Pacific Women</i> Support Unit Disability Inclusion Practice Note.	https://pacificwomen.org/key-pacific-women-resources/pacific-women-support-unit-disability-inclusion-practice-note/
<i>Pacific Women</i> Support Unit	<i>Pacific Women</i> Support Unit (2020). <i>Pacific Women</i> Gender Transformative Change Brief in Papua New Guinea.	https://pacificwomen.org/resources/pacific-women-gender-transformative-change-brief-in-papua-new-guinea/
<i>Pacific Women</i> Support Unit	<i>Pacific Women</i> Support Unit (May 2020) <i>Pacific Women</i> Gender Equality and Social Inclusion Indicators.	https://pacificwomen.org/resources/pacific-women-gender-equality-and-social-inclusion-indicators/
Department of Foreign Affairs and Trade	Pacific Women Shaping Pacific Development (2020). <i>Six-Year Evaluation Report and Management Response</i> . Department of Foreign Affairs and Trade.	https://www.dfat.gov.au/publications/development/pacific-women-shaping-pacific-development-six-year-evaluation-report-and-management-response

Note: This table of research and knowledge resources builds on a more comprehensive list included as Annex 6 of the *Pacific Women* in Papua New Guinea Performance Report 2019–2020 available at: <https://pacificwomen.org/key-pacific-women-resources/pacific-women-papua-new-guinea-performance-report-2019-2020/>.