

**PACIFIC WOMEN**  
SHAPING PACIFIC DEVELOPMENT



Papua New Guinea Performance Report 2012–2015

Pacific Women Shaping Pacific Development

April 2016

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## Acronyms

AIDS	Acquired immune deficiency syndrome
DFAT	Department of Foreign Affairs and Trade
HIV	human immunodeficiency virus
IDIB	Inclusive Development in Post-Conflict Bougainville
NBC	National Radio of Papua New Guinea
NCDC	National Capital District Commission
PNG	Papua New Guinea
PNG Post	Australian Department of Foreign Affairs and Trade, Gender team, Port Moresby
SSGM	State, Society and Governance in Melanesia

## Introduction

This is the first progress report of the Pacific Women Shaping Pacific Development program (*Pacific Women*) in Papua New Guinea. It provides a snapshot of the program's achievements and challenges in the first three years of operation from 2012 – June 2015. This report is supplementary to the first progress report on the regional *Pacific Women* program that covers all 14 Pacific Islands Forum countries.

The Australian Government established *Pacific Women* in 2012. It is a 10-year \$320 million program.

### PACIFIC WOMEN

**Goal:** Women in the Pacific (regardless of income, location, disability, age or ethnic group) participate fully, freely and safely in political, economic and social life.

The outcomes sought by *Pacific Women* include the following:

- Women, and women's interests, are increasingly and effectively represented and visible through leadership at all levels of decision-making.
- Women have expanded economic opportunities to earn income and accumulate economic assets.
- Violence against women is reduced and survivors of violence have access to support services and to justice.
- Women in the Pacific will have a stronger sense of their own agency, supported by a changing legal and social environment and through increased access to the services they need.

Each Pacific nation included in the program has developed a country plan to guide implementation. Papua New Guinea has begun its second phase that is a five-year plan from 2014–2019.

In Papua New Guinea, *Pacific Women* supports the Government and people to meet the strong pronouncements in the country's constitution for gender equality, and medium and long-term development goals. *Pacific Women* also supports the Papua New Guinea Government meet international and regional commitments such as the Convention on the Elimination of All Forms of Discrimination against Women and the 2012 Pacific Islands Forum Leaders' Gender Equality Declaration.

The second Country Plan for Papua New Guinea (2014–2019) commits Papua New Guinea is \$58 million over this five-year phase. The four areas of change prioritised in the Papua New Guinea Country Plan are:

1. Increase **women's leadership and influence** in decision-making, including at local government level.
2. Increase **income and jobs** and the economic opportunities for women.
3. Strengthen the national response to and **prevention of violence against women and support for survivors**.
4. Enhance **learning and understanding**, knowledge and evidence to inform policy and practice.

The geographical areas targeted in the Country Plan are:

- Eastern Highlands / Chimbu;
- Central and National Capital District Commission;

- Autonomous Region of Bougainville
- Sepik;
- Morobe; and
- Western Province.

The following report provides a summary of the successes and challenges of *Pacific Women* funded activities in the first three years in Papua New Guinea.

### Key achievements

1. Increased inclusion of women's participation in decision-making within businesses, government and communities in which our partners are working. In particular, the work of the Business Coalition for Women's series of workplace policies, and demonstrating the business case to reduce the economic costs of violence against women.
2. Increased access to income of women in the informal and formal sectors of the economy. For example, emerging work within the coffee industry in the Eastern Highlands province through the Coffee Industry Support Program, to increase the participation of women in decision-making and extension work, thereby improving returns for women coffee growers.
3. Improved the quality of the response to family and sexual violence in PNG. Support to hospital based Family Support Centres, and work to develop a national referral pathway, safe house guidelines, and case management practices for survivors is improving both the amount of support available and the quality provided.
4. The PNG Monitoring and Evaluation Framework was developed with partners and through the Support Unit's ongoing support is assisting networking and ongoing learning processes of program participants.

### Ongoing challenges

Partner collaboration is, however, still relatively weak and needs ongoing nurturing. Lack of Government of PNG funding for services is an ongoing issue.

Demand continues to outstrip supply of quality services, particularly in relation to support to survivors of violence.

Support for women's leadership is only beginning to be designed and needs more concentration in the coming year.

Economic empowerment programs funded are showing promise but need time to mature into actual results.

# 1 Component 1 – Women’s Leadership and Influence

## 1.1 Inclusive development in post-conflict Bougainville

**Project Partner:** World Bank / Tanorama Ltd

**Total Funding:** \$3,305,350.00 over two phases

**Funding timeframe:** 2013–2016

### 1.1.1 Overview

The *Inclusive Development in Post-Conflict Bougainville* (IDIB) project is a community driven development project that aims to increase women’s decision-making and influence at community level in post-conflict Bougainville. The World Bank in partnership with the Bougainville Department of Community Development manages the Project. Pacific Women funded the evaluation process for the first phase, and then provided project funds used as block grants to communities, allocated through women’s groups.

The project has two phases:

**Phase 1** supported an approach to planning and community development that ensured women are involved in decision-making at community and district level regarding allocation of funds, contributing to changing gender norms and demonstrating women’s involvement in decision-making.

It included an evaluation of different models of women’s leadership in three project sites: Western Province; Central; and Bougainville.

This report covers Phase 1 of the project and the planning stage for Phase 2. Phase 1 was officially closed on 30 March 2015.

**Phase 2** will provide 80 block grants to remote and rural women’s groups for community infrastructure at village level, such as water supply, local markets and resource centres. Decisions about funding will be made through Community Governments, including women’s representatives, to ensure women not only directly benefit from grants but are involved in decision making with local traditional leaders. The project will also support women’s advocacy about local needs and issues.

### 1.1.2 Aims

The Project aims to increase women’s decision-making and influence at community level in post-conflict Bougainville through a community driven development program.

Project objectives include:

- More women in decision-making at local level, leading to changes to social norms about women’s leadership.
- Better targeted local economic infrastructure through women’s participation.
- Assessment of impact of women’s participation at local level leading to more effective programming.
- Training for local women’s groups to manage their own affairs and advocate issues to government effectively.

### 1.1.3 Objectives

Table 1 Key project deliverables – inclusive development in post-conflict Bougainville project

Objectives	Progress
<b>Objective 1</b>	<b>More women in decision-making at local level, leading to changes to social norms</b>
2013–2014	<ul style="list-style-type: none"> <li>Three independent monitoring missions were conducted to look at the preliminary impact of the IDIB Project. Independent monitoring missions 1 and 2 found that using women's groups to deliver community-level public infrastructure in Bougainville resulted in public goods being procured by IDIB and reaching the community with minimal leakage of money or resources. In some projects, the socio-political role of women was strengthened by channelling money through them and treating them as decision-makers with real power. However, while women were regarded as the most effective financial managers of sub level projects, they were marginalised from project ownership and decision-making and training opportunities were few.</li> <li>Mission 3 found that the most successful aspect of the IDIB project was the model of using women's groups to build the stocks of small-scale community-level public goods and social capital. However, although it was relatively easy for women to secure funds, they had no control once the funds entered the communities. The involvement of men in powerful positions undermined women's ability to control the funds. The technical complexity of the IDIB projects was found to have contributed to women's marginalisation.</li> </ul>
2014–2015	<p>An internal assessment was undertaken by the IDIB team in April 2015 and found that:</p> <ul style="list-style-type: none"> <li>82% of participants in implementing the sub-projects reported a significant positive change in confidence in undertaking community development activities</li> <li>81% of villages implementing grants reported significant positive change in their perception of the role of women in their communities</li> <li>Involvement of women in village governance and other activities was observed to have increased by 79%.</li> </ul>
<b>Objective 2</b>	<b>Better targeted local economic infrastructure through women's participation</b>
2013–2014	<ul style="list-style-type: none"> <li>All first and second tranche of funds were transferred to 41 grantees with the exception of three sub-projects that had not acquitted their first tranche.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>By June 2015 31 of the 41 projects were completed successfully.</li> <li>Selection of women's groups to be assisted with funds in Phase 2: Round 1 was completed in June 2015. 39 projects were approved out of 43 submitted. 41% of these were water and sanitation projects and 25.6 % were women's learning resource centre projects. Other projects include classrooms, aid posts, capacity building and building renovations.</li> </ul>
<b>Objective 3</b>	<b>Assessment of impact of women's participation at local level leading to more effective programming</b>
2013–2014	<ul style="list-style-type: none"> <li>Three independent monitoring missions were conducted to look at the preliminary impact of the IDIB Project. Review Mission 1 was conducted in October 2013. It focused on Buka Island and the northernmost Districts of Bougainville Island, Selau and Tinputz. Mission 2 was conducted in November and December 2013. It focused on six sites in south and central Bougainville. Missions 1 and 2 sought to identify whether the Project was on track to deliver against its project development objectives, including strengthening the socio political role of women in Bougainville.</li> <li>Mission 3 focused on three isolated gravity-fed water supply sub-projects in central Bougainville chosen to provide information on social infrastructure (business training), a sub-project of South Nasioi (one of only two non-physical infrastructure and women-focused sub-projects in IDIB) as well as the elementary classroom projects of Hukohah and Pamosi. Mission 3 revisited two sub projects visited during missions 1 and 2. It looked at the role of women throughout the IDIB process (who decides who gets what?); the management and delivery of public goods; and the socio political role of women in Bougainville communities especially in and around the sub-project sites.</li> <li>Review findings were presented to the IDIB Project Management Unit and the Autonomous Government of Bougainville.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>A fourth independent monitoring mission was conducted to examine the appraisal process of Expressions of Interest (EOIs) for funds coming in from communities to their Council of Elders. The report was provided to the IDIB Project Management Unit in July 2015.</li> </ul>



Objectives	Progress
<b>Objective 4</b>	<b>Training for local women’s groups to manage their own affairs and advocate issues to government effectively</b>
2013–2014	<ul style="list-style-type: none"> <li>Five training modules were delivered in all three regions of Bougainville (North, Central, and South). The training topics included: Training Skills (to create a cadre of trainers for future capacity building); Participatory Planning; M&amp;E; How to Manage a Community-Based Organisation; and Organisational Management and Strategic Planning. By the end of March 2014, 261 people accessed the training. Ninety-one participants were government officials (target was 150), Women represented 23% (target was 30%). One hundred and seventy participants were civil society representatives (90% were women). In total, two thirds of participants were women.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>Training to support the planning and execution of their projects was provided for the women’s groups with successful EOs for phase 2 and selected community service organisations including representatives from Bougainville Women’s Federation and the Council of Elders.</li> <li>Project Orientation training was attended by 32 participants representing Bougainville Women’s Federation, the 43 Council of Elders and the 13 districts throughout the region. This orientation was conducted to formally introduce what IDIB is, the six stages of the Project Cycle, the Appraisal and the Screening Processes.</li> <li>Appraisal Process training was conducted in Malasang for the North including the Atolls and Tunaniya for the Central and South Bougainville. Ninety participants attended this training from Council of Elders Women representatives, Bougainville Women’s Federation and the 43 Council of Elders EOs and the District Community Development Officers from the 13 districts.</li> <li>Participatory Planning training was conducted in all the three regions in June 2015. 180 participants attended this training and gained knowledge and skills in participatory planning at the village level.</li> </ul>

#### 1.1.4 Successes

Independent monitoring missions 1 and 2 found that the strongest point of the IDIB project was the model of using women’s groups to build the stocks of small-scale community-level public goods and social capital.

Mission 2 found that women in most of the sites inspected were in charge of the money and the work, and were building their technical ability to manage small-scale public works and their social political voice and agency. All of the monitoring missions found that using women’s groups to deliver community-level public infrastructure in Bougainville resulted in public goods reaching the community, with minimal leakage of funding or resources.

The IDIB reported that the grants, which were initially a cause of much jealousy and consternation, were ultimately perceived to be groundbreaking. They were undertaken fully by women, who procured materials, arranged for assistance with building construction, managed finances, and were shown to be capable of leadership. This gave them confidence and improved general attitudes about women in Bougainville. ‘To many, because of the IDIB Project, women in Bougainville are now perceived to be successful ‘development agents’, not just the ‘lost generation’, lacking literacy and other essential skills as a result of the crisis.’

The Autonomous Bougainville Government expressed an interest in scaling up the Project in phase 2 with additional grant financing, mainly to allow for further institutional development of the community-driven development model and more time to deepen the engagement of women in community leadership roles. Autonomous Bougainville Government agreed to allocate K2 million to IDIB in 2014/15 but this did not eventuate due to a short fall in funding received from national government into the Autonomous Bougainville Government budget.

#### 1.1.5 Challenges

Despite the successes identified, the independent monitoring missions found that capacity building for women in phase 1 was a secondary priority to sub-project implementation. Mission 1 found that in some projects women’s groups were marginalised from project ownership, decision making, and had

few capacity development opportunities. Mission 2 found that training for women participating as project managers was minimal and as a result there were few opportunities for learning and development. Mission 3 found that the IDIB project was fragile with some projects doing better than others.

Capacity gain by women as a result of the IDIB Project scored an average across all sub-projects of '5.2'. Mission 3 found that high-performing sub-projects were all socially cohesive; leaders (usually men) were legitimate and functioning; and high capacity women (usually educated) were pre-existing. Amongst the lowest performing sub-projects were some where IDIB women 'struggled bravely to get the sub-project going, against the odds. These women often started from a place of very low capacity, and the IDIB experience has built their capacity (the hard way). The IDIB project didn't add as much as it could have to the capacity of women in the better performing sub-projects, as much as it added to the wider community (including male chiefs / leaders). This indicator would have been lifted dramatically if targeted ongoing training was put in place to support IDIB women managers in communities from the very start. The fact that this hasn't occurred, has dragged this indicator down.'

The monitoring missions found that weak implementation of key components of the design, such as targeted training for sub-project women managers and the lack of ongoing in-community support, lessened the potential impact of IDIB in phase 1. It was not a flaw in the core model of using women's groups as entry-points or facilitators of small-scale community infrastructure projects.

In phase 1 most of the sub-projects proceeded with less involvement from all levels of government than the design asked for. According to the fourth monitoring mission, most of the sub-projects succeeded as mostly autonomous projects, primarily because of the success of the model of using women's groups as the entry point and managers to build community infrastructure and deliver basic services, and partly because they weren't undermined by poorly functioning formal government structures and most of their resources were spent on the sub-projects instead of local 'clientelist' networks. However, most sub-projects had a limited effect upon local-level government capacity, or strengthening the Autonomous Bougainville Government structure, for the same reason.

The fourth monitoring mission found that the lack of Autonomous Bougainville Government support from officials, was partly due to a misunderstanding about what IDIB is. There was a perception that IDIB 'is a women's only project, such as cooking and sewing classes rather than a grassroots service delivery model, using a new model that has worked better than any before it across all of Papua New Guinea (PNG) for community development involving infrastructure projects.'

## 1.2 Increased women's representation in local government

**Project Partner:** Centre for Democratic Institutions

**Total Funding:** \$350,000

**Funding timeframe:** 2012–2013

### 1.2.1 Overview

The project aimed to increase women's representation at the local level during local elections in June / July 2013. The four planned elements of the proposed strategy included: i) developing a handbook for intending candidates; ii) a media information and talkback radio campaign; iii) phone-based advisory support for intending candidates; and iv) compilation of a register of candidates. Although it was part of the Pacific Women program, it was managed through the *Strongim Pipol*, *Strongim Nesen* program and received little oversight.

### 1.2.2 Aims

- Increase in the number of women elected into local level government.

### 1.2.3 Objectives

Table 2 Key project deliverables – increased women’s representation in local government

Objectives	Progress
<b>Objective 1</b>	<b>Increase in the number of women elected into local level government</b>
2012–2013	<ul style="list-style-type: none"> <li>▪ Training was conducted for 40 intending women candidates in Eastern Highlands province for the 2013 Local Level Government election. Participants included eight candidates for president and ten candidates for ward counsellors in each of the eight electorates.</li> <li>▪ Campaign Handbook: ‘A Guide for Women Candidates in the 2013 Local Level Government Elections in Papua New Guinea’ was prepared and printed.</li> </ul>
2013–2014	<ul style="list-style-type: none"> <li>▪ An election debrief workshop was conducted in August 2013.</li> </ul>

### 1.2.4 Successes

Forty women attended the workshop to train intending candidates on 27–28 May 2013. Sixteen women intended contesting the Local Level Government President seats, 25 intended to stand for Ward Councillor positions and two campaign managers participated. The intending candidates were prominent community leaders. One was a current Local Level Government President, one a current Ward Councillor and two were nominated Ward Councillors. Intending candidates said that the training provided them with the tools to enable them to run for election.

### 1.2.5 Challenges

Only 40 of the anticipated 120 participants attended the training for intending candidates in the Eastern Highlands Province 2013 Local Level Government elections. Candidates were selected for training with very little notice. The Eastern Highlands Women’s Council had only three days to gather names for the training. The training itself was conducted too close to the issue of Writs to provide the intending candidates sufficient time to plan and prepare for the election compared to their opponents.

Project reports do not provide information about ii) a media information and talkback radio campaign; iii) phone-based advisory support for intending candidates; and iv) compilation of a register of candidates.

## 2 Component 2 – Income and Jobs

### 2.1 Women’s economic empowerment in the coffee industry

**Project Partner:** Care PNG

**Total Funding:** \$4,505,809 over two phases

**Funding timeframe:** Phase 1: 2013–2015; Phase 2: 2015–2019

#### 2.1.1 Overview

The *Coffee Industry Support Project* is implemented in the Eastern Highlands of Papua New Guinea. CARE International in Papua New Guinea (CARE PNG) works in partnership with the Coffee Industry Corporation Ltd, Sustainable Management Services Papua New Guinea, Papua New Guinea Coffee Exports Ltd. and the International Finance Corporation to deliver the program. The Project supports coffee industry stakeholders to mainstream gender equity in their policies, practices and approaches. It increases women’s access to extension services and improves family business management practices so that smallholder coffee farming families (women and men) are able to work together more

effectively and the whole family benefits from coffee production and income. Phase 2 of the Project extends Phase 1. The project objectives were updated for phase 2.

This report covers phase 1 of the Project.

### 2.1.2 Aims

To improve the economic and social wellbeing of women coffee farmers in the Highlands of Papua New Guinea.

### 2.1.3 Objectives

- Key industry stakeholders have improved gender equity in organisational policy and practice.
- Women have increased access to, and control over, income from coffee.
- Learning about women’s empowerment in the coffee industry has improved industry-wide strategies and policies.

Table 3 Key project deliverables – women’s empowerment in the coffee industry project

Objectives	Progress
<b>Objective 1</b>	<b>Key industry stakeholders have improved gender equity in organisational policy and practice</b>
2013–2014	<ul style="list-style-type: none"> <li>▪ Partnership Agreements (Memorandum of Understandings) were signed with the Coffee Industry Corporation, Papua New Guinea Coffee Exports Ltd and Sustainable Management Services Papua New Guinea. The partnership agreements set out terms for cooperation, including any agreed activities, between CARE International in PNG and the relevant partnering organisations for a certain period of time.<sup>1</sup> Signing of the MoU was the culmination of many months spent developing strong relationships with partners, holding meetings and negotiations.</li> <li>▪ A baseline study for Sustainable Management Services Papua New Guinea was conducted in partnership with the International Finance Corporation, and a baseline study was conducted for Papua New Guinea Coffee Exports. The baseline studies aimed to: gain an understanding of the current economic and social wellbeing of women and men smallholder coffee farmers; and gain an understanding of existing attitudes and practices concerning women’s and men’s participation in smallholder coffee farming.</li> <li>▪ Organisational gender audits were completed for Sustainable Management Services Papua New Guinea and Papua New Guinea Coffee Exports to assess the existing organisational practices that support women’s leadership.</li> <li>▪ Training modules were developed for the coffee industry partners on: Gender Equity and Diversity; Facilitation Skills; Family Business Management; and Family Business Management Training of Trainers.</li> <li>▪ Gender Equity and Diversity training was provided to 39 participants.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ Partnership Agreements were signed with New Guinea Highlands Coffee Exports, the second biggest exporter of coffee in Papua New Guinea; and the Sukapass Cooperative and Lower Unggai Community Development Foundation, community based organisations that focus on the participation of women coffee farmers. The partnership agreements set out terms for cooperation, including any agreed activities, between CARE International in PNG and the relevant partnering organisations for a certain period of time.</li> <li>▪ An Organisation Gender Assessment was completed for the Highlands Organic Agriculture Cooperative. Organisational gender assessments were conducted to assess internal organisational policies and practices that have an impact on the everyday experiences of women and men in the workplace. By conducting this activity, it was hoped that partners would be able to identify their organisational strengths and identify areas to improve on to achieve fair and transparent practices. Results were used by both CARE PNG and the partnering organisation to collaboratively design an organisational gender action plan.</li> <li>▪ Gender Equity and Diversity training was attended by 125 partner staff (34 women, 91 men).</li> </ul>

<sup>1</sup> Partnering organisations refers to any organisation/s that has entered into a partnership agreement with CARE PNGs Coffee Industry Support Project including coffee exporting companies, cooperatives and producer groups, and other community based organisations.

Objectives	Progress
<b>Objective 2</b>	<b>Women have increased their meaningful participation in coffee farming</b>
2013–2014	<ul style="list-style-type: none"> <li>▪ Extension service reviews were conducted to look at the approaches partner organisations used for extension work, to assess their focus on including women, and recommend ways to more effectively help farmers include women as equal partners.</li> <li>▪ Family business management training sessions, were conducted with Papua New Guinea Coffee Exports Ltd and Sustainable Management Services Papua New Guinea extension officers, their partners or other family members. Facilitation skills training was provided to staff at Papua New Guinea Coffee Exports Ltd and Sustainable Management Services Papua New Guinea, Coffee Industry Corporation Ltd and Papua New Guinea Women in Coffee. This training provided extension staff skills to run gender appropriate and inclusive extension services and training to coffee farming families.</li> <li>▪ Family business management training was attended by 71 partner extension officers and their partners or other female family members (28 women, 43 men); Family Business Training of Trainer Training was attended by 16 participants (6 women, 10 men); Facilitation skills training was attended by 38 participants (9 women, 29 men)</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ Two episodes of a radio program aimed at providing technical messages to support women coffee farmers with their harvesting practices, family budgeting, decision-making and communication within the household were developed. 240 farmers provided feedback during the pilot of the radio show. The NBC radio program has a reach of up to 400,000 listeners.</li> <li>▪ Facilitation Skills training was attended by 48 partner staff (8 women, 40 men); Family Business Management training was attended by 110 partner staff (49 women, 61 men); and Family Business Management Training of Trainers by 19 partner staff (4 women, 15 men). A field officer handbook was developed and circulated to partners.</li> <li>▪ Facilitation skills training was provided to staff at Coffee Industry Corporation Ltd (17 men, 1 woman), Backyard Farms (3 men) and Highlands Organic Agriculture Cooperative Extension Officers (9 men, 2 women). Backyard Farms conducted training for women only, to ensure their meaningful participation.</li> <li>▪ Extension staff of partnering organisations provided training in agronomy and family business management to 505 farmers (280 women, 225 men). The total number of farmers trained between 2013–2015 was 2028.</li> <li>▪ Papua New Guinea Coffee Exports Ltd and Sustainable Management Services Papua New Guinea implemented a number of the recommendations identified in the organisational gender assessments including a commitment to the agriculture graduate program, the recruitment of female extension officers and the establishment of human resource policies.</li> </ul>
<b>Objective 3</b>	<b>Learning about women’s empowerment in the coffee industry has been improved.</b>
2013–2014	<ul style="list-style-type: none"> <li>▪ The outcomes and lessons learnt from the baseline evaluations, extension service reviews and first stage of organisational gender audits were disseminated through reflection workshops to staff of partnering organisations (New Guinea Highlands Coffee Exports, Sustainable Management Services PNG, Coffee Industry Corporation and Highlands Organic Agriculture Cooperative) and stakeholders. These workshops coincided with the start of the field support component of the project. Field support was provided by CARE project staff to extension staff of partnering organisations in the field.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ Scoping and situational analysis in Bougainville for a similar project in the cocoa industry was completed.</li> <li>▪ Papua New Guinea Coffee Exports Ltd and Sustainable Management Services Papua New Guinea committed to the Agricultural Graduate Program that places one high achieving agricultural graduate with the company for 12 months. Four graduates were selected for the Program; three female and one male.</li> <li>▪ The Coffee Industry Support Project facilitated planning and reflection workshops and meetings with partnering organisations to reflect on achievements and plan for upcoming activities.</li> </ul>

#### 2.1.4 Successes

The Coffee Industry Support Project established strong partnerships and visibility within the coffee industry, particularly with Papua New Guinea Coffee Exports Ltd and Sustainable Management Services Papua New Guinea, two of the largest coffee exporters in Papua New Guinea. The Project is regarded within the private sector as innovative as CARE is the first non-government organisation to meaningfully engage with coffee industry stakeholders with the objective to build skills and support coffee productivity and quality through a focus on gender equality. There is also a high level of interest

from the donor in seeing the evidence generated by the project as well as to explore future opportunities to scale-up.

The project strengthened industry partner understanding that smallholders should be at the centre of service delivery and that this requires tackling both the technical and socio-cultural barriers that exist within the coffee value chain including gender inequality.

Training was provided to a total 164 partner staff (49 women, 115 men) in the first year (2013–2014). Some participants completed more than one workshop in the series. Training was provided to 315 partner staff (98 women, 277 men) in the second year (2014–2015). The percentage of women participating in partner farmer centred services and training increased from less than 10% in 2013 to more than 32% in 2015. The increase was due to the training and support provided to partnering organisations' extension officers by CARE. The improved facilitation skills of extension officers resulted in an increase in training and services that were appropriate and inclusive of women.

Papua New Guinea Coffee Exports Ltd and Sustainable Management Services Papua New Guinea implemented a number of the recommendations from the organisational gender assessments, including: commitment to the agriculture graduate program; the recruitment of female extension officers; and the establishment of human resource policies. For example, one partnering organisation commenced a transparent salary scale to ensure female employees receive the same benefits as their male counterparts; another partner is considering how to develop and implement a domestic violence policy; and a third is prioritising girls' education in their philanthropy work. Two partnering organisations committed to the Agricultural Graduate Program each taking two graduates. Three of these graduates were female, a first for the industry. The male candidate was chosen because of his experience and commitment to gender equality as a male role model.

The CARE PNG mid-term review identified positive change in employee attitudes that influence women's participation in the coffee industry. Following Gender Equity and Diversity Training, extension units reported greater engagement and collaboration between men and women in the workplace and greater respect for women in management roles. Extension units changed the format of their technical trainings to ensure women can participate in the training. Revised modules incorporate practical demonstrations and activities; and pictures accompany written material. Extension officers were observed to use facilitation styles that include both women and men and women participants reported that they received more regular visits from the extension officers and officers spoke with the wife and husband together. The Review found evidence of gradual changes in household attitudes that enabled women to more equitably participate in, and benefit from, the family coffee smallholding.

Private sector partners have taken on the Family Business Management Training package. Sustainable Management Services Papua New Guinea integrated three modules on 'Families Working Together', 'Financial Decision-Making' and 'Communication Skills' in its coffee training curriculum, which is delivered annually across its farmer networks.

### 2.1.5 Challenges

The mid-term review reported that private sector partners remain sceptical that empowering women will result in increased yields or financial return. The potential of the project to bring about large-scale change in the coffee industry will depend on its capacity to demonstrate that improved gender equality in the industry will lead to increased productivity and quality.

Internal communication and bureaucracy in Coffee Industry Corporation Ltd has been a barrier to effective partnership and joint implementation of activities. Despite commitment from staff to improving the industry for smallholders and empowering women along the value chain, there is little political will from management to encourage staff to build on what they have learnt through the project.

Although women are participating in extension trainings and have a recognised role in production, there has been no identified positive change in household decision-making on income. Women remain

at the bottom of the coffee value chain, providing labour for production without realising benefits from their labour through processing, marketing and sale.

Low numbers of female extension officers remain a significant barrier to women accessing extension services. Partners remain reluctant to recruit women for roles outside of head office administration and management. Partners believe field roles need to be men due to high-risk security issues and socio-cultural issues whereby men will resist training led by women.<sup>2</sup>

#### Case Study 1 Dell Kohe from the Eastern Highlands Province



The following case story was provided by CARE PNG.

Dell Kohe is from the Eastern Highlands Province in Papua New Guinea. He works with Sustainable Management Services as the head extension trainer. Dell has undergone a number of partner trainings provided by CARE PNG.

'With the CARE trainings that I have gone through, what has stood out most for me is the Gender Equity training and equal participation. I had previously thought that simply bringing men, women and children together was gender equity. After going through the training, I realised that it is more than this – it is how actively each person participates in activities; how individuals are encouraged to contribute ideas and their own views and opinions; and how these views and opinions are valued and considered by others. Gender equity means involving everybody in a meaningful way in all activities.

My behaviour towards my wife and in the household has also changed. I ask her opinions more often and try to help out more as I now understand her workloads better. Initially this was difficult because it was new for me but I am gradually moving along with these changes. My wife also attended the Family Business Management training with me and I have seen some changes in her attitudes and behaviour. She has been coming more often to share her opinions and ask me about my views on certain household activities, and she is happy to become more active in decision making in the household.

I admit that after going through these trainings I've come to really see the importance in having men support women's better-quality participation in the coffee industry. The importance was something I came to realise because I myself am not a person to ask for assistance within my own family. Since the training I've come to realise that I must involve my wife more in order to make work lighter, faster and better for the both of us.'

## 2.2 Strengthening business coalitions for women and economic empowerment partnership with the private sector

**Project Partner:** International Finance Corporation

**Total Funding:** \$3,400,000

**Funding timeframe:** 2014–2018

### 2.2.1 Overview

The International Finance Corporation provides secretariat and technical assistance to resource the Business Coalition for Women to support this project. The Business Coalition for Women was established in March 2014. The Coalition is made up of over 60 businesses. It works on four fronts: increasing women's leadership within the businesses; providing appropriate support for survivors of family and sexual violence who are staff members; developing gender smart policies for members; and expanding opportunities for women's businesses through procurement of business partners.

### 2.2.2 Aims

To help Papua New Guinea's private sector recruit, retain and promote women as employees, leaders, customers and business partners.

<sup>2</sup> Papua New Guinea Coffee Industry Support Project Mid-Term Review, March 2015.

Provide relevant and practical tools, model policies, good practices, case studies and other resources to help members make the most of their female talent, while promoting more opportunities for women's economic empowerment and career development.

### 2.2.3 Objectives

- Addressing violence through a suite of strategies for businesses, including a model family and sexual violence policy based on global good practice and tailored to the Papua New Guinean context, and training services to support implementation of that policy.
- Developing gender smart workplace policies and practices through a set of resource templates that businesses can adopt and adapt to suit their needs.
- Promoting women's leadership through tools for businesses to create positive environments for women to take on leadership positions and providing leadership training for high potential women in the private sector.
- Expanding opportunities for women-owned businesses in supply chains through the upgrading of women-owned businesses in their supplier and distribution networks.

Table 4 Key project deliverables – strengthening business coalitions for women and economic empowerment partnership with the private sector

Objectives	Progress
<b>Objective 1</b>	<b>Addressing violence through a suite of strategies for businesses</b>
2014–2015	Business Coalition for Women: <ul style="list-style-type: none"> <li>▪ Co-hosted White Ribbon Day breakfast with Coalitions for Change with over 300 participants attending.</li> <li>▪ Launched Black Eyes Cost Business fact sheet on the business case for addressing family and sexual violence.</li> <li>▪ Facilitated a pilot study on the costs of violence to business with three member businesses and the London-based Overseas Development Institute.</li> <li>▪ Completed a market survey of available family and sexual violence counselling resources.</li> <li>▪ Completed the Employers Legal Guide to Family and Sexual Violence .</li> <li>▪ Developed the Family and Sexual Violence Global Good Practice Review and Family and Sexual .Violence Participatory Action Review reports.</li> <li>▪ Developed a model family and sexual violence policy that members can adapt and use to retain and support female staff.</li> <li>▪ Developed training for human resource staff in implementing the policy.</li> </ul>
<b>Objective 2</b>	<b>Developing gender smart workplace policies and practices</b>
2014–2015	Business Coalition for Women conducted a survey of Coalition members on current gender-related employment practices and drafted templates for gender-smart human resource policies and number of policies including: <ul style="list-style-type: none"> <li>▪ a draft legal analysis of gender-related labour law provisions;</li> <li>▪ a draft Sexual Harassment Policy and Non-discrimination policy was developed and launched.</li> </ul>
<b>Objective 3</b>	<b>Promoting women's leadership</b>
2014–2015	<ul style="list-style-type: none"> <li>▪ A women's leadership course was designed and a training provider contracted to develop the training modules.</li> <li>▪ Business Coalition for Women held a networking event for women in banking, attended by over 50 women from financial institutions (April 2014) and screened the Pawa Meri DVD series and discussions with featured female leader Susil Nelson.</li> <li>▪ A policy to guide the development of high potential women in member businesses was drafted.</li> </ul>
<b>Objective 4</b>	<b>Expanding opportunities for women-owned businesses in supply chains</b>



Objectives	Progress
2014–2015	Business Coalition for Women survey results were analysed to identify opportunities for upgrading women owned businesses in member supply chains.

#### 2.2.4 Successes

The Business Coalition for Women has been successful in attracting support from international and national companies and businesses. Its membership increased from 17 founding members in February 2014 to over 60 registered members in May 2015. Of these, all but two are due paying members. Four Working Groups were established and all are active.

The Business Coalition for Women templates for gender-smart human resource policies and guides provide a valuable resource for international and national companies and businesses. The Australian High Commission in Papua New Guinea and Oil Search Ltd based their Family and Sexual Violence policies on the Business Coalition for Women's Family and Sexual Violence model policy.

The Business Coalition for Women has identified referral services for staff survivors of violence as an area requiring future attention. It is working with its business members to help close identified gaps in referral services and explore the possibility of establishing an interim-counselling provider for Coalition member companies. It is also looking at ways to help businesses develop strategies for facilitating access to safe houses, transportation, health services, and law and justice services for staff who are survivors of violence.

#### 2.2.5 Challenges

The Business Coalition for Women faces challenges getting business to take on the model policies. It has identified referral services for staff survivors of violence as an area requiring future attention.

### 2.3 Increasing economic opportunities for women smallholders and their families

**Project Partner:** Australian Centre for International Agricultural Research

**Total Funding:** \$3,000,000

**Funding timeframe:** 2015–2019

#### 2.3.1 Overview

This project works with women and men, to change gender roles at family level so that women have more access and control of income from smallholder activities, and to improve family businesses. It seeks to enhance the economic development of women smallholders by building their agricultural and business skills and knowledge. The project aims to improve women's agricultural productivity through agricultural extension; improve access to banking, saving and skills in financial management for agricultural small business activities; increase capability to access microfinance and build gender inclusive decision-making capacity within the family and community through the family teams training approach. The project has only just begun after an extensive design process.

#### 2.3.2 Aims

To increase income, through better family businesses, under women's control.

#### 2.3.3 Objectives

- To examine the capacity development of women as community-based agricultural leaders.

- To explore ways in which communities can develop partnerships with the private sector, schools and training providers that are relevant to the local context and culture.
- To further develop the peer education model of agricultural extension.
- To examine the uptake and impact of a family team approach to farming for women and girls.

Table 5 Key project deliverables – increasing economic opportunities for women smallholders and their families

Objective	Progress
<b>Objective 1</b>	<b>To examine the capacity development of women as community-based agricultural leaders</b>
2014–2015	<ul style="list-style-type: none"> <li>▪ Women leaders were selected and engaged in Lumusa, Western Highlands.</li> </ul>
<b>Objective 2</b>	<b>To explore ways in which communities can develop partnerships with the private sector, schools and training providers that are relevant to the local context and culture</b>
2014–2015	<ul style="list-style-type: none"> <li>▪ Planning was undertaken with Pacific Adventist University to scope the teacher development project. The teacher development project will develop professional development modules for practising primary school teachers and trainee teachers. The modules will help teachers develop local teaching materials that have agricultural information and a focus on women's empowerment and family teams. The 'Maria's Family' books are used as an example. The modules will also provide teachers with information on how to use the materials for women farmers with low literacy.</li> </ul>
<b>Objective 3</b>	<b>To further develop the peer education model of agricultural extension</b>
2014–2015	<ul style="list-style-type: none"> <li>▪ Fifty Lumusa village community educators completed the first two adult learning training sessions and the 'family teams' modules. Modules 1 and 2 are being delivered to village women and men. A new module, 'Feeding the family team', was piloted in Lumusa. This module was developed in response to the drought and aims to enable women to understand how to use local produce and bush foods for food and nutritional security in both normal and drought situations.</li> </ul>
<b>Objective 4</b>	<b>To examine the uptake and impact of a family team approach to farming for women and girls</b>
2014–2015	<ul style="list-style-type: none"> <li>▪ This activity has not commenced.</li> </ul>

### 2.3.4 Successes

The project design was finalised with input from Australian and Papua New Guinean research organisations. The final design was signed-off by the Government of Papua New Guinea, the Government of Australia and all partner organisations on 22 June 2015.

Potential service partners to work within communities were identified and interviewed. Based on agreed criteria, which included strong links with the community and high organisational capacity, a number of the partners were selected to be involved in the project going forward.

Discussions to identify target communities have commenced, and to date one community, the Alona ward, Lumasa in the Western Highlands, has been selected. Selection is based on criteria that includes a need for support, commitment to the Project and a strong partner organisation to provide support. The Baptist Union is the key partner for the Lumusa area.

### 2.3.5 Challenges

The project has only just begun. No challenges have been identified to date.

## 3 Component 3 – Family and Sexual Violence Prevention and Support for Survivors

### 3.1 Family and Sexual Violence Case Management Centre (Femili PNG)

**Project Partner:** Oxfam PNG and Australian National University

**Total Funding:** \$3,096,186

**Funding timeframe:** May 2014 – 2017

#### 3.1.1 Overview

Femili PNG is a local non-government organisation that was set up to operate the Family and Sexual Violence Case Management Centre in Lae. It is managed by a committee of Papua New Guinean and Australian stakeholders and is auspiced by Oxfam PNG. Femili PNG provides:

- 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 and children) to make statements for Interim Protection Orders or going to court.
- Practical assistance that includes referrals to services such as safe houses, police or medical care, repatriation of clients; food, secure transport to safe houses, police, court or medical treatment.
- Coordination with police and welfare services, including case conferences to support clients.

#### 3.1.2 Aims

Through its care–support–change model, Femili PNG aims to:

- support women and children to be safe and to achieve longer term solutions;
- work with service providers in Lae to achieve better outcomes for survivors; and
- have a national impact through its partnership, case management training, advocacy and research.

#### 3.1.3 Objectives

Table 6 Key project deliverables – Family and Sexual Violence Case Management Centre

Objectives	Progress
<b>Objective 1</b>	<b>Support women and children to be safe and achieve longer term solutions</b>
2014–2015	<ul style="list-style-type: none"> <li>▪ Twelve staff were employed and administrative, operating, governance and reporting systems established. The name change to Femili PNG was achieved. Femili PNG staff were provided with security, administration, finance and case management training.</li> <li>▪ Three hundred and seventy-six (376) new clients were admitted to the service. Sixty-seven clients were under the age of 16. 1,625 consultations were conducted with clients to assess their support needs in the period July 2014 to June 2015. One hundred and ninety-two (192) consultations with individuals under 16 years. Clients often required multiple consultations. At the end of the financial year, the Centre had 228 open cases and had closed 69 cases. Cases are closed when a client no longer needs Femili PNG services.</li> <li>▪ The Centre only accepts clients by referral. The majority of clients were referred by the Family Support Centre at Angau Hospital (223) and the police (14). Two hundred and sixty-five (265) clients were</li> </ul>

Objectives	Progress
	<p>referred to other services, primarily the District Court (94), police (65), safe houses (30) and child welfare (23). Nine clients were relocated and reintegrated with the assistance of an Oxfam start-up business kit.</p> <ul style="list-style-type: none"> <li>Emergency support provided to clients in safe houses included meeting their food and other basic needs and providing transport to take clients to the safe house, police etc. Clients were supported to make statements to obtain interim protection orders.</li> </ul>
<b>Objective 2</b>	<b>Work with and support partners in Lae to achieve better outcomes for survivors</b>
2014–2015	<ul style="list-style-type: none"> <li>Referral arrangements were established with Angau Hospital Family Support Centre, the Family and Sexual Violence Unit and the Sexual Offences Squad of the police, the District Courts, City Mission, the Community Development Welfare Department and Melford Haven District Health Centre.</li> <li>Memoranda of understanding were signed with the Lae District Court, the Division of Community Development in the Morobe provincial government and the Morobe provincial Police.</li> <li>The Lae Stakeholder Committee met regularly to discuss client related issues and the provision of support for survivors. Stakeholder engagement systems were established and nine case conferences were held between the Case Management Centre and relevant stakeholders in relation to specific clients.</li> <li>Femili PNG provided K65,000 to partners. This included funds for the Lae City Mission Safe House to construct a new fence, a new kitchen and shower, solar panels; for the Salvation Army Safe House to purchase furniture, cooking equipment and utensils; and for the Lae provincial Police to purchase computers, printers and filing cabinets.</li> <li>A fundraising strategy was implemented and over \$100,000 was received from private donors including \$40,000 from Mundango Aboard, \$10,000 from Harold Mitchell Foundation, \$5,000 from Oxfam and \$45,000 from individuals.</li> <li>Local corporate sponsorship was received from Zenang, which provided eggs for clients requiring emergency accommodation; Ramai 18 Store, which provided food for clients; and Colgate Palmolive, which provided oral hygiene products for clients.</li> </ul>
<b>Objective 3</b>	<b>Have a national impact through its partnership, case management training, advocacy and research</b>
2014–2015	<ul style="list-style-type: none"> <li>A website was established and three electronic newsletters were produced. The newsletter has more than 130 subscribers.</li> <li>Twenty-one references were made to the Case Management Centre by media including the Guardian Australia, Radio Australia, ABC News, the PNG Post courier, PNG Today.</li> <li>The Devpolicy Blog featured 14 posts related to the Case Management Centre and family and sexual violence more generally.</li> </ul>

### 3.1.4 Successes

Femili PNG provides a valuable coordination, training and support role for services that support women and children who have experienced violence in Lae. The Centre supported women and children to access services, helped them through the court system, move away from violent perpetrators and return to their home villages. There was strong growth in the number of new cases and consultations per month and the service met its target of 25 cases per month. Stakeholders provided feedback that they were impressed by the Centre's practical approach and client orientation.

A monitoring and evaluation system was established and data collection built into the project through the client filing and data entry system that facilitates tracking of cases, types of cases, and progress of cases.

The Centre worked with the court officers to prepare Interim Protection Orders applications – which reduced time taken to obtain an Interim Protection Orders from several weeks to one to two days.

### 3.1.5 Challenges

Demand for Femili PNG services exceeded the capacity of staff and the numbers of high-risk clients is expected to continue to grow. The Centre addressed this challenge by continuing to work with and provide support to partner service agencies to address the barriers that contribute to delays in clients exiting the Centre with a satisfactory outcome.

The high numbers of children accessing the service resulted in the establishment of a Child Protection Officer position within the Case Management Centre and a request was made to police to allocate a dedicated officer to work on family and sexual violence.

The focus in 2014–2015 was on establishing the service and providing high quality support to clients. Advocacy to reduce violence and increase Government of Papua New Guinea support to survivors was not given a high priority. The Centre employed a community liaison officer who will increase the capacity to advocate and communicate issues to Government in the next financial year.

## 3.2 Support for Highlands Human Rights Defenders' Network and repatriation research

**Project Partner:** Oxfam PNG (implementing partners: Kafe Women's Association, Kup Women for Peace, Voice for Change and the Highlands Human Rights Defenders Network)

**Total Funding:** \$3,773,924.90

**Funding timeframe:** Phase 1: July 2013 – December 2014; Phase 2: 2015–2019

### 3.2.1 Overview

Phase 1 of this Project has two components. Component 1 supports the Human Rights Defenders' Network in Eastern Highlands, Simbu and Jiwaka Provinces to work with local partner organisations to provide crisis services such as counselling, safe house accommodation, paralegal advice, referrals to specialist service providers and to undertake behaviour change activities such as community awareness raising and working with service providers to understand their responsibilities and obligations with regards to ending violence against women.

The Reintegration and Repatriation Fund is the second component of the Phase 1 Project. The Reintegration and Repatriation Fund provides quarterly grants to Oxfam's Ending Violence Against Women Program partners to respond to sorcery-related accusations and violence by providing repatriation<sup>3</sup> and reintegration<sup>4</sup> support. Until 2014 the Reintegration and Repatriation Fund project involved working with three partners, Kup Women for Peace in Simbu; Voice for Change in Jiwaka; and Kafe Women's Association in Eastern Highlands. After July 2014 the fund became a national project involving Oxfam's Ending Violence against Women partner organisations working in nine provinces with an estimated coverage of 53% of PNG's population. The Project incorporates in Simbu Province (Kup Women for Peace); Jiwaka Province (Voice for Change), Eastern Highlands Province (Kafe Women's Association), East Sepik Province (Nana Kundi Crisis Centre, St Anna's Crisis Centre, Mama Emma Crisis Centre, Family for Change) Morobe Province (Femili PNG), National Capital District and Central Provinces (Lifeline PNG, Papua Hahine Social Action Forum,) Madang Province (Madang Provincial Council of Women), Milne Bay (Kedu Safe Haus).

These grants provide support for the basic crisis services needed to enable the partners to operate effectively on the ground, including funding for the Rapid Response Teams to respond to all forms of violence against women and children as these occur with a particular focus on rescuing those accused of sorcery. Partners allocate funds from these quarterly grants to support low-cost repatriations.

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<sup>3</sup> Repatriation is where the client is relocated to a safe location to remove them from a life threatening situation. This may be a permanent or temporary move depending on the clients' request.

<sup>4</sup> Reintegration is where the client is supported with a small fund to start up a business, build a home/shelter or pay for children's school fees.

### 3.2.2 Support for the Human Rights Defenders Networks aims

The Human Rights Defenders Network aims to ensure women and children are safe and protected, and save the lives of women and children from sorcery and gender based violence.<sup>5</sup>

#### 3.2.3 Objectives

- A Human Rights Defenders Network of around 200 activists able to manage an annual client load of around 4200 persons at risk of sorcery-related violence.
- Three lead network members have small functioning secretariats with basic equipment and core policies and procedures in place on finance, data management and child protection.
- Around 2,500 men and boys will know that sorcery-related violence is against the law and attracts punishment and will be aware of alternative dispute resolution mechanisms.
- Trends in sorcery accusations will be clearer and more systematically reported.

#### 3.2.4 Reintegration and Repatriation Fund aims

- To provide crisis support and repatriation services for women, children and men who have been exposed to extreme violence.
- To provide reintegration start-up packages for clients so they can rebuild their lives in a new location.

#### 3.2.5 Objectives

Table 7 Key project deliverables – support for Highlands Women’s Human Rights Defenders’ Network

Objectives	Progress
<b>Objective 1</b>	<b>A Human Rights Defenders Network of around 200 activists able to manage an annual client load of around 4200 persons at risk of sorcery-related violence</b>
2013–2014	<ul style="list-style-type: none"> <li>▪ Thirty-five Human Rights Defenders recruited (target 200), 16 from Kup Women for Peace and 19 from Kafe Women’s Association.</li> <li>▪ Three rapid response teams are active in Jiwaka, Eastern Highlands Province and Simbu responding to sorcery related violence / killing. Police chair the teams. Protocols for repatriation and managing risk have been developed and used by partners (target 3).</li> <li>▪ Case management processes have been developed and used by partners. This includes taking in new clients, managing client cases and referral.</li> <li>▪ Three hundred and sixty-five (365) women survivors received counselling and support services (target 180).</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ Nine thousand four hundred and thirty-six (9,436) clients received crisis and referral services.</li> </ul>
<b>Objective 2</b>	<b>Three lead network members have small functioning secretariats with basic equipment and core policies and procedures in place on finance, data management, and child protection</b>
2013–2014	<ul style="list-style-type: none"> <li>▪ Three partners have a team of staff that coordinate, plan and implement activities, including management of finance, data and child protection. The Oxfam Port Moresby finance officer checks financial processes and procedures.</li> <li>▪ Activists within the network have increased understanding of how to document human rights abuses properly and a basic knowledge of key legal issues and referral options for those at risk.</li> </ul>

<sup>5</sup> Aim articulated by the Human Rights Defenders Network representatives at the May 2015 Implementing Partner Monitoring & Evaluation Workshop in Port Moresby.

Objectives	Progress
2014–2015	<ul style="list-style-type: none"> <li>Capacity development support was provided to project partner staff to support improved financial accountability, data collection and case management. Data officers were embedded within each partner organisation to ensure timely data collection and reporting.</li> <li>Oxfam facilitated the first counselling forum for partners and stakeholders to discuss the need for a standardised training and accreditation process to be facilitated by the Family and Sexual Violence Action Committee.</li> </ul>
<b>Objective 3</b>	<b>2500 Men and boys will know that sorcery-related violence is against the law and attracts punishment and will be aware of alternative dispute resolution mechanisms</b>
2013–2014	<ul style="list-style-type: none"> <li>Five outreach programs were conducted in which 3,746 men and boys were provided with information (target 2,500). Information covered human rights, the Sorcery Act, gender based violence and referral services.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>Fifty-one thousand six hundred and ninety-two (51,692) men and boys attended outreach programs. The increase in numbers was higher than expected due to the involvement of male advocates (leaders, village councillors and court officials) whose participation and status encouraged local attendance.</li> </ul>
<b>Objective 4</b>	<b>Trends in sorcery accusations will be clearer and more systematically reported</b>
2013–2014	<ul style="list-style-type: none"> <li>The Common Data Set Form was developed and implemented. It captures important information on individual cases, cases of violence, services provided by the partner, details of perpetrators, and whom the client is referred to for further support. Client data was analysed to identify trends in the nature of injuries and cause of violence.</li> <li>One workshop was held with government officials to develop a whole of government approach to sorcery and two outreach sessions were held with police to formalise protocols for managing sorcery-related investigations.</li> <li>Four sorcery-related cases were supported through the formal court system. Two cases were successfully prosecuted and two cases pending court decisions.</li> <li>The repatriation research was finalised and disseminated through a published report and stakeholder workshops.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>Preliminary findings of the research were disseminated to stakeholders at a workshop (43 participants) that received media coverage.</li> </ul>

Table 8 Key project deliverables – reintegration and repatriation services

Objectives	Progress
<b>Objective 1</b>	<b>Provision of crisis support and repatriation services</b>
2014–2015	<ul style="list-style-type: none"> <li>Eight hundred and fifty-five (855) clients were supported using DFAT funds (target 670). This included 186 women, 269 girls, 111 men, 289 boys.</li> <li>Two hundred and two (202) clients were supported (Canadian Government funds). This included 46 women, 72 girls, 15 men, 69 boys.</li> <li>The total number of clients receiving support and repatriation services was 1057 (232 women, 341 girls, 126 men, 358 boys).</li> <li>Seven hundred (700) primary clients repatriated to safe locations.<sup>6</sup> (DFAT Funds). 202 clients were repatriated using Canadian Government funds.</li> <li>The total number repatriated was 902.</li> </ul>
<b>Objective 2</b>	<b>Provision of reintegration start up packages for clients relocating</b>
2014–2015	<ul style="list-style-type: none"> <li>Two hundred and twenty-five (225) reintegration start-up packages were provided to female or male primary survivors. The average start up package was PGK500 per client.</li> </ul>

<sup>6</sup> Primary clients are those who have been exposed to extreme violence. Secondary clients are their dependents, i.e. children, husband or wife.

### 3.2.6 Successes

#### Support for the Human Rights Defenders Networks

Oxfam reports that there is a strong presence of the three partners in their provinces and that the support given to the partners has strengthened their presence and work, and partnerships with other actors / stakeholders.

Voice for Change has formalised an understanding with the Jiwaka Provincial police to implement the Rapid Response Team.

A Task Force Commander from Simbu and a Station Commander from Ramu-Morobe Province received an award from Oxfam for their contribution to supporting the work of the partners and for providing security when partners are dealing with sensitive cases.

#### Reintegration and Repatriation Fund

Demand for crisis services and repatriation support is high in the Highlands as shown by the number of clients seeking support and the fact that the project exceeded its client target in these areas. High numbers of girls and boys were repatriated alongside their parents who were the project's primary clients.

Project partners in the Highlands were able to respond to the high case load compared to other regions based on the number of clients seeking support. Highlands partners were able to respond to the high caseload because they were well supported by the network established as part of the referral pathway and the support of the Rapid Response Team. The Rapid Response Team is comprised of members of the Highlands Family Sexual Violence Action Committees i.e. police, public health sector, non-government organisations, Human Rights Defenders' Network, churches and the Department of Community Development representatives).

### 3.2.7 Challenges

#### Support for the Human Rights Defenders Networks

The Project has not met its target of 200 Human Rights Defenders. Organisation and personal safety is an issue and Human Rights Defenders are in danger on a daily basis. Perpetrators often threaten them.

The Human Rights Defenders' Network has limited capacity to take all cases in need. The network has gained many clients since they began receiving Oxfam funds. However, there is nowhere to house them and keep them safe. Safe houses have insufficient capacity to take clients in need as they often only have one room. As a result, Human Rights Defenders sometimes house clients in their own homes, thereby increasing the risk of violence to the Defenders from perpetrators, and also draining personal resources.

Changing cultural structures and norms is a major issue for the Human Rights Defenders' Network. Key issues identified by women as violence are overload of work (slavery) and the fact that violence is normalised. The community law enforcers are male and protect community rights rather than the rights of women. There remains a need to work more with police to increase their understanding about violence against women, and its impact, and to train them to support women and children.

The Human Rights Defenders support desk needs to be strengthened and there is the need for proper monitoring and evaluation tools and a uniform approach for Human Rights Defenders' work in the Highlands. There is also a need to better care of the Defenders themselves who are often under threat from perpetrators and at risk of suffering post-traumatic stress from actual or vicarious trauma.

Oxfam identifies a lack of advocacy on sorcery issues as another challenge. To date advocacy has been mainly on women and human rights that are related but only part of the picture of sorcery related



violence. Advocacy is difficult and risky because sorcery is not openly discussed, and doing so can put people at risk.

### Reintegration and Repatriation Fund

In the first reporting period there was only one dedicated staff member for the Project based in Kundiawa, Simbu Province. The workload was too great for one officer to manage. Additional staff members were recruited to the Goroka Office to provide logistical, management and monitoring support. The project faces on-going security risks for partner staff in dealing with high risk and sensitive cases.

There is a lack of quality counselling services to support the project. Oxfam has identified the need to strengthen case management by standardising counselling practice with the national Family and Sexual Violence Action Committee and Papua New Guinea Counselling Association and supporting partner counsellors to attend nationally recognised counselling training. Oxfam has also identified the need to continue capacity building the partner organisations to meet the financial compliance requirements as well as technical capacity in the area of counselling, case management, data collection and the use of data to influence government and the public on the issue of ending violence against women, men and children.

Women's access to justice remains a problem. Although victims are often repatriated to other provinces, no justice prevails in their home province. The family remains afraid; the perpetrator remains free at home, and is not held accountable for his actions.

### 3.2.8 Case story – Repatriation and Reintegration Fund in action

#### Case Study 2 Woman from Madang

A 34-year-old woman from an island off the coast of Madang living in Goroka is trapped in a violent marriage. She has recently been accused of adultery by her husband. She has suffered beatings before and her two young children were exposed to this violence. She feared for her life because one of her friends over-heard her husband promising to 'cut her throat' when he gets home from work. Her friend told her this by mobile phone at 10am this morning. The woman contacted one of the partners seeking help at 10:30am. The partner recorded some basic details about the woman and her circumstances and decided that she needed immediate protection. The partner called a network member at 11am who arranged to have her and the children removed from their home and placed on a public motor vehicle to Madang at 2pm. The partner called the Oxfam Kundiawa Office and advised that repatriation to Madang will take place later that afternoon.

The woman and children were taken to the partner office by the network contact where she consented to having photos taken of the bruises on her body and a quick voice recording is made of the reasons she is leaving with her children. The partner completed the common data set form. The woman was then provided with 150 Kina for three public motor vehicle fares to Madang, 30 Kina for basic supplies (water and food), a 10 Kina mobile phone card, and 60 Kina for the boat trip from Madang to the home island. All of these expenses were recorded in the partner ledger book and signed by the completing officer. The woman and children departed for Madang at 2pm. Oxfam Kundiawa Office notified Oxfam Port Moresby, which then notified the Oxfam partner based in Madang that a repatriation to Madang province was underway.

#### Case Study 3 Girl from New Ireland

An eleven-year-old girl from New Ireland living in Jiwaka was accused of sorcery soon after a young boy living next door died of malaria. Her mother (also from New Ireland and married to a Jiwaka man) was burned alive last year following a similar incident. Her father recently raped the girl after being told by a 'good' sorcerer that this was the best way to drive the demons out of her body. The morning after the rape and after the father went to work, the young girl fled to her Aunt's home seeking help. That day, another boy in the girls' village died from drinking contaminated water and the Aunt then heard that the community decided that the girl should be killed.

The Aunt contacted one of the Oxfam partners. It was then decided that both the girl and the Aunt should be repatriated to Kavieng with the Aunt accompanying her on the trip. The partner contacted the Oxfam Kundiawa Office and they agreed. The Associate Country Director was contacted and approved the repatriation, which is estimated to cost 3200 Kina. The partner and Oxfam staff in Kundiawa, Goroka and Port Moresby, notified the Child Protection authorities. The Aunt and child were moved to a safe house in Goroka where full details are

recorded and the police notified. They were then flown to Kavieng via Port Moresby where the girl received medical treatment.

#### Case Study 4 Outcomes for repatriation and reintegration fund recipients

'My husband accused me of being a sorcerer and the resulting violence was too extreme for me to handle. He was seeing another woman and was accusing and beating me up to get rid of me and my children. He then married this woman and began living with her. My children and I were living at the top of our house while he was living with his second wife below; he never supported us with food and money and ignored us even though we were living in the same building. Life was very difficult for me and my children; we didn't have money or food to eat, my children didn't attend school and the accusations of sorcery grew among the community. On one occasion, my husband nearly killed me and I fled with my children seeking refuge in the bush. My case was reported to Kup Women for Peace and I received repatriation assistance... through Oxfam. I was moved to a safer location within the province and have started my own business with assistance from Oxfam. The funding support was used for buying clothes for my children; buying three piglets to start up my piggery business; purchased fabrics to make and sell blouses; and buy some basic housing materials. I am currently living with my children and Kup Women for Peace is assisting me with paralegal support as I want to take legal action against my husband.'

### 3.3 Safe Cities Programme

**Project Partner:** UN Women

**Total Funding:** \$9,720,000 across three different projects

**Funding timeframe:** 2012–2019

#### 3.3.1 Overview

The Port Moresby: *Safe Cities Programme* is part of the UN Women global *Safe Cities Free from Violence against Women and Girls Program*. Implementing partners (responsible parties) are the National Capital District Commission (2012–2017), and Ginigoada (2015–2018). Other partners engaged in different ways are the Royal Papua New Guinea Constabulary, NationWide Micro Bank, Australian Business Volunteers, United Nations Development Program, UNAIDS (Joint United Nations program on HIV and AIDS), Australian Volunteers for International Development, *Buk Bilong Pikinini*, Marie Stopes, City Mission, Haus Ruth, Family Support Centre and Marie Stopes. Member for Moresby South, Minister Justin Tkatchenko, is a key stakeholder for proposed work in Koki Market.

From 2012–2015 the program was implemented in Gerehu and Gordons markets in Port Moresby. From 2015 it will be expanded to include the Koki market and a *Safe Public Transport Program* to transport women and children safely around Port Moresby.

The *Safe Cities Programme* aims to reduce public violence and thereby increase women's engagement in market activity in Port Moresby. Extortion is common, with female market vendors having to pay potential perpetrators of violence to avoid harassment and violence. Vendors unable to find spaces inside markets are especially vulnerable to intimidation by male market vendors and customers, and by market authorities and local security services. Getting to markets on public transport is another risk that women and girls face. Governance systems are weak within NCDC, physical infrastructure is poor and market vendors traditionally have little say in market operations.<sup>7</sup> The *Safe Cities Programme* addresses each of these issues.

This report covers the initial funding agreement for Port Moresby *Safe Cities Programme*, which was conducted between 2013–2015. It focused on Gerehu and Gordons markets in Port Moresby. In 2015 a subsequent funding agreement for 2015–2017 was signed which included an expansion of activities to Koki marketplace and the initiation of the *Safe Public Transport Program*.

<sup>7</sup> Scoping Study, UN Women *Safe Cities Programme*, 2012.

### 3.3.2 Aims

*Safe Cities Programme* (2012–2015) contributed to the following objectives:

- Reformed and enhanced implementation of National Capital District Commission policies, bylaws, budget and systems that translate on prevention and protection of sexual harassment and other forms of violence against women and girls and increased economic opportunities for women and youth.
- Enhanced capacities of duty bearers to prevent and respond to violence against women and girls in public spaces.
- Increased respect among market users for women’s and girl’s rights to a life free from violence.
- Gender sensitive infrastructure and social planning measures are put into place to address women’s and girl’s safety in marketplaces.
- Media representatives have acquired knowledge to report on all aspects of violence against women and girls, with particular attention to sexual violence against women and girls, including service provision, legal assistance to victims / survivors of violence, community engagement in violence prevention and the protection of women and girls.

### 3.3.3 Objectives

Table 9 Key project deliverables – safe cities project

Objectives	Progress
<b>Objective 1</b>	<b>Reformed and enhanced implementation of National Capital District Commission policies, bylaws, budget and systems that translate to prevention and protection of sexual harassment and other forms of violence against women and girls and increased economic opportunities for women and youth</b>
2012–2013	<ul style="list-style-type: none"> <li>▪ A Markets Division was established within the Community and Social Services Department of the National Capital District Commission. Technical assistance was provided to improve management practices and supervision of the markets.</li> <li>▪ Two market vendors’ associations were established in Gordons and one in Gerehu. The Gordons market Vendors’ Association had over 400 members. It was awarded a cleaning contract at Gordons market. A second vendors’ association was formed to represent the women that sell outside the Gordons market.</li> <li>▪ A bill payment system to allow market vendors to pay their market space fees by phone and channel the funds directly to NCDC was developed and piloted in Gerehu market.</li> </ul>
2013–2014	<ul style="list-style-type: none"> <li>▪ National Capital District Commission endorsed the establishment of a working committee to develop market policy covering market bylaws, budgets and systems.</li> <li>▪ Market operations reported directly to the Deputy City Manager Community and Social Services Department of the National Capital District Commission. Transparent operational guidelines for market management, a costed budget, and payment systems were developed.</li> <li>▪ The new structure and processes increased the capacity of the Markets Division to manage day-to-day market operations and be accountable for marketplace governance and safety, including preventing and responding to sexual and other forms of violence against women and girls.</li> <li>▪ Recruitment and selection procedures for selection of contractors were implemented to ensure fairness, integrity, transparency and best value for money.</li> <li>▪ The bill pay system was used to collect fees in Gerehu markets.</li> <li>▪ The NCDC Gender Desk led to the establishment of the Community Referral and Mentoring Service and the Provincial Family Sexual Violence Action Committee for NCDC. The Community Referral and Mentoring Service led to increased reporting of sexual harassment and other forms of violence against women and girls in the markets.</li> </ul>

Objectives	Progress										
	<div data-bbox="437 255 1307 685" style="text-align: center;"> <p><b>Total revenue collected in Gerehu Market 2010–2013</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Total revenue collected in Gerehu Market 2010–2013</caption> <thead> <tr> <th>Year</th> <th>Revenue (PGK)</th> </tr> </thead> <tbody> <tr> <td>2010</td> <td>4,890</td> </tr> <tr> <td>2011</td> <td>3,280</td> </tr> <tr> <td>2012</td> <td>3,000</td> </tr> <tr> <td>2013</td> <td>23,290</td> </tr> </tbody> </table> </div> <p data-bbox="395 707 1082 734">* Note that market was closed for four months in 2012 for refurbishment</p>	Year	Revenue (PGK)	2010	4,890	2011	3,280	2012	3,000	2013	23,290
Year	Revenue (PGK)										
2010	4,890										
2011	3,280										
2012	3,000										
2013	23,290										
2014–2015	<ul style="list-style-type: none"> <li data-bbox="395 763 1326 842">▪ Gerehu market refurbishment was completed and the market reopened in October 2014. The first female non-administrative staff member was recruited to the position of Senior Market Controller to oversee the operations of the Gerehu Market.</li> <li data-bbox="395 853 1326 931">▪ Revenue collection increased at Gerehu Market. In October 2014, revenue was 280% higher than October 2013. The revenue collected at Gordons market was down 50% as a result of the closure of the market.</li> <li data-bbox="395 943 1326 1111">▪ The Gerehu Vendors Association was established as the bank agent in the market for daily deposits and withdrawals. Three hundred and fifty-five (355) vendors at Gerehu market had identification cards and opened accounts with Nationwide Microbank’s MiCash product. Seventy per cent of the registered vendors bank with Nationwide Microbank on a daily or weekly basis. Three women vendors from Gerehu market obtained personal loans from Nationwide Microbank and seven others had submitted their loan applications.</li> <li data-bbox="395 1122 1326 1223">▪ Eight vendor associations were registered at Gordons market representing fresh produce, cooked food, Chinese and Asian products, meri blouse, fish and sago, tobacco, and flower farmers. Seven hundred and sixty-three (763) of the 2,500 vendors (over 30%) are members of associations.</li> <li data-bbox="395 1234 1326 1312">▪ Funding of NZ\$7 million was obtained from New Zealand Ministry of Foreign Affairs and Trade for infrastructure improvements to support the rehabilitation and expansion of Gordons market. This funding was matched by the NCDC.</li> </ul>										
<b>Objective 2</b>	<b>Enhanced capacities of duty bearers to prevent and respond to sexual harassment and other forms of violence against women and girls in public spaces</b>										
2012–2013	<ul style="list-style-type: none"> <li data-bbox="395 1424 1326 1480">▪ A Policing Urban Public Spaces model was developed to increase the visibility of police in the markets. A partnership between the NCDC and Police was established.</li> <li data-bbox="395 1491 1326 1547">▪ A critical incident plan was developed for the markets and 70 people (police officers, Gerehu and Gordons market staff and vender association members) were trained on the plan.</li> </ul>										
2013–2014	<ul style="list-style-type: none"> <li data-bbox="395 1570 1326 1626">▪ The Markets Division improved its recruitment and supervision of contractors and market personnel and implemented transparent revenue collection systems at Gerehu market.</li> <li data-bbox="395 1637 1326 1659">▪ No family or sexual violence incidents were reported at Gerehu market during the year.</li> <li data-bbox="395 1671 1326 1727">▪ The Youth Desk supported and trained 20 young women and 40 young men and engaged them in planning community awareness activities in and around the markets.</li> <li data-bbox="395 1738 1326 1816">▪ A police unit was established in Gordons market. Training was provided to police working in both Markets to ensure they understand the goals of the program the role of police in making markets safer. Gender training was provided to Markets Division staff</li> <li data-bbox="395 1827 1326 1850">▪ A referral pathway for victims of family and sexual violence was established for the NCDC.</li> <li data-bbox="395 1861 1326 1917">▪ There was increased reporting and referral of violence against women and girls at Gordons market police post. Police responded to 196 assault and violence cases.</li> <li data-bbox="395 1928 1326 1984">▪ Basic security training was provided to 31 security staff a Gordons market. The training aimed to increase professionalism, responsibility and accountability when conducting their roles.</li> </ul>										

Objectives	Progress
2014–2015	<ul style="list-style-type: none"> <li>▪ The police post was suspended at Gordons market after a police officer was killed in a clash at Gordons market.</li> <li>▪ The Markets Division formed partnerships with organisations representing people with disabilities and disability organisations provided advice on how the markets can meet the needs of people with disabilities.</li> </ul>
<b>Objective 3</b>	<b>Increased respect among market users for women’s and girls’ rights to a life free from violence</b>
2012–2013	<ul style="list-style-type: none"> <li>▪ A feasibility study was conducted to guide the design and implementation of the community-policing model and it included an assessment of the capacity of the police stations located in the vicinity of the Gerehu and Gordons markets, the Family Sexual Violence Unit, the Sexual Offences Squad and City Mission’s Haus Ruth.</li> </ul>
2013–2014	<ul style="list-style-type: none"> <li>▪ The Youth Desk at NCDC conducted awareness activities in Gerehu and Gordons markets and supported other service providers’ awareness activities in relation to family violence, sexual violence and other forms of violence against women and girls, drug and alcohol misuse, HIV and AIDS.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ To be added when the program annual report is received.</li> </ul>
<b>Objective 4</b>	<b>Gender sensitive infrastructure and social planning measures adopted to address women’s and girl’s safety in marketplaces</b>
2012–2013	<ul style="list-style-type: none"> <li>▪ Gerehu market refurbishment plans, the tendering processes and letting of contracts were completed. The plans included disability access and a library to strengthen community and create child friendly markets.</li> </ul>
2013–2014	<ul style="list-style-type: none"> <li>▪ The Markets Division of the National Capital District Commission improved the operation and management of the market resulting in improved supervision and safety.</li> <li>▪ Marie Stopes International established a health clinic at the Gerehu market. The service increased women’s access to reproductive health and referred victims of sexually related violence to City Mission, Haus Ruth and the Family Support Centre.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ The second infrastructure development was completed at Gerehu markets. It included a children’s playground, taps and paving to improve safety, sanitation and waste management.</li> <li>▪ A detailed scoping study on safe public transport for women and girls was finalised.</li> <li>▪ The program received extensive support from private sector groups. City Pharmacy Limited supported activities at the Gerehu market including National and International Women’s Day, and 20 days of Activism against Gender Based Violence. Nationwide Microbank provided training and support to market venders at Gerehu on mobile phone usage, financial literacy and obtaining loans.</li> <li>▪ Funding to support safe travel of women was sourced from fund raising activities by the UN Women National committee in Australia.</li> </ul>
<b>Objective 5</b>	<b>Media representatives have acquired knowledge to report on all aspects of Violence against Women and Girls, with particular attention to sexual violence, including service provision, legal assistance to victims of violence, community engagement in the prevention of violence against women and girls</b>
2012–2013	<ul style="list-style-type: none"> <li>▪ The UN Website listed over 30 references to the program in the PNG and international media for the year.</li> <li>▪ A documentary on the program designed to raise awareness of gender-based violence was launched at Vision City and public screenings were held at the PNG Human Rights Festival and the broadcast of the Rugby League State of Origin match in Port Moresby.</li> <li>▪ A photo exhibit was held at Vision City in Port Moresby showing photos of markets across PNG to raise awareness about the links between violence against women and girls in public spaces and the economic impacts of this behaviour.</li> <li>▪ Fortnightly NBC ‘Morning Tru’ talkback radio interviews to promote the success of the program initiatives and advocate against violence against women and girls.</li> <li>▪ <i>Tok Piksa</i> TV program covered the three-day safe markets campaign to end violence against women.</li> </ul>

Objectives	Progress
2013–2014	<ul style="list-style-type: none"> <li>▪ Fortnightly sessions on NBC 'Morning Tru' talkback radio and media engagement and awareness about activities in the Gerehu market continued.</li> <li>▪ There was extensive media coverage of Papua New Guinea National Women's Day celebrated at Gordons market. The event was coordinated by program partners and focused on women vendors and other women's representatives. It was covered by PNG and Australian radio networks, PNG newspapers and television and by UN Women online.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ There was significant PNG and international media coverage on the Gerehu market refurbishment and reopening. Coverage focussed on strategies implemented to address women's and girl's rights to sell safely in the markets, move freely in public spaces and to strengthen financial independence and safety through the billpay system.</li> <li>▪ The responsibility for coordinating media coverage was undertaken by the Youth Desk in consultation with the NCDC Media Unit.</li> </ul>

### 3.3.4 Successes

Between 2012 and 2015 there was substantial progress towards enhancing the institutional capacity of the National Capital District Commission (NCDC) to manage the markets and increase the capacity of market vendors. In 2012 a new NCDC Markets Division structure was developed and a strategic plan developed. The Division was formally approved by the NCDC Board in December 2014. The new structure provided for delegation of responsibility and provision of adequate resource to the Markets Division and the Safe Markets Management Steering Committee for implementing and monitoring standardised by-laws, workplace policies, systems and budgets for the prevention of sexual violence against women and girls and to provide support to survivors of violence in the marketplace. A Senior Market Controller position was created for the Gerehu market. This position was the first senior role held by a woman in the Markets Division.

The Markets Division implemented systems and training to improve governance; increase accountability by staff, contractors and vendors; address corrupt and extortionist practices at the market through a mobile fee payment collection system; infrastructure to increase health and physical safety in the markets; and a referral pathway to prevent and respond to sexual violence against women and girls. In 2015, the Markets Division was allocated a budget by the NCDC as part of the annual budgeting process.

The NCDC Gender and Youth Desks were strengthened and staff skills increased as a result of one on one and group capacity development activities. As part of its role to oversee the safe and effective operations of the markets the Gender Desk implemented a Community Referral and Mentoring Service and established the National Capital District Family Sexual Violence Action Committee. The Gender Desk provides the role of secretariat for the Committee. The Youth Desk increased its ability to coordinate advocacy and awareness raising activities for youth and with support of the NCDC Media Unit, is responsible for coordinating media coverage.

The program successfully attracted and leveraged resources from in-country donors, government counterpart funding, and in-kind support and donations from the private sector and members of parliament. Between 2013–2015, AU\$3.52 million was mobilised and a number of private businesses provided donations and in-kind support for program activities. In 2014, New Zealand Ministry of Foreign Affairs and Trade provided NZ\$7 million for infrastructure improvements to support the rehabilitation and expansion of Gordons market. This funding was matched by the NCDC. The NCDC paid for some of the Gerehu facilities upgrade works (including fences and toilet blocks). In 2014 fundraising by the UN Women National committee in Australia raised US\$300,000 to support safe travel of women in Port Moresby.

One Market Vendors' Association was established in Gerehu Market and eight in Gordons Market. Training was provided to Market Vendors' Association members to increase their financial literacy and governance abilities. Through a partnership with Nationwide MicroBank and the implementation of the

mobile billpay system in Gerehu market, women and men vendors' savings, profit and access to financial services has increased.

A major facilities upgrade at Gerehu market was completed in October 2014. The market redesign built in community consultation using Crime Prevention through Environmental Design concepts, and women's safety principles such as proper signage, adequate lighting, access to emergency services and phones, maintenance of area and community participation. This resulted in a clean, safe and well-managed market that reflects strong market community ownership, including grassroots women and girls.

The Gerehu market had no reported violence in 2014–2015. This is reported to be a result of increased ownership of facilities by the NCDC, the construction of fences and increased visibility of toilets, the establishment of the Vendors Association and the employment of the Vendors Association to clean up the market.

During 2014, the National Capital District Commission and the Royal Papua New Guinea Constabulary implemented a policing model for the markets, as part of the policing urban public space strategy.

The *Safe Cities Programme* has implemented an incremental approach. It began with developing infrastructure to provide a safe enabling environment for the markets activities. It then established vendors associations and increased the capacity of the NCDC to manage the markets. It increased police involvement and reporting. In the 2016–2019 phase of the program, it will focus on a range of behaviour change strategies.

### 3.3.5 Challenges

Despite the successes listed, the National Capital District Commission was not able to fully implement the structures, policies and practices outlined in the 2013 strategic plan for the Markets Division. This was reported to be the result of gaps in technical support, the need for clear job descriptions, and greater capacity for strategic planning and results based management to guide the necessary change.

Low social cohesion among vendor groups, conflict between ethnic groups and a high rate of illiteracy (80%) among vendors at Gordons market made it difficult to establish a unified vendors group and hampered implementation of activities with the vendors.

Anecdotal evidence from vendors indicated that extortion still occurs at Gordons market. The need to improve the skills and knowledge of Gordons market office bearers and high levels of mismanagement limited their ability to carry out their roles and responsibilities and undermined effective implementation. Some market controllers discouraged use of the billpay system and attempted to extort money from vendors by asking them to pay to join the association and secure market space. Community members complained of mistreatment by security officers, alleged corruption and failure of office bearers to comply with contractual arrangements.

The high illiteracy rate (80%) among vendors at both markets also meant they had difficulty providing proof of identification required to open accounts for the billpay system and when they did their understanding and use of the phone to transfer fees was low. Many women vendors did not own mobile phones and few women had the skills to use mobile phones to do their banking.

Security issues plagued both markets. Women vendors and shoppers were not able to access Gerehu market safely due to bus services terminating 300 metres from the market in an area known for high levels of criminal behaviour. The planned police liaison officer position and regular market patrols were not implemented.

The agreement for two male and two female officers from the Boroko Police Station to be allocated to Gordons Police Unit was not met. In 2014 only one police officer (a female) was placed at the Gordons market. The Memorandum of Understanding and referral system established to support

women and girls experiencing violence was not fully implemented. The police did not adequately complete the referral forms or undertake data collection necessary for an effective referral system.

Gordons market was closed and public buses re-routed by National Capital District Commission in 2014, due to the death of a young police officer, killed during a market disturbance. The market has not been rebuilt and there have been long delays in agreeing and tendering a new market plan that is within an achievable budget

Despite being a 'safe space' with no reported incidents of violence in 2013 or 2014, Gerehu market had decreased activity, with vendors reporting decreased income. Causes identified included the relocation of betel nut market following the betel nut ban, from the proximity of the market; the moving of the bus stop from the outside of the market to around the corner. People can feel unsafe walking through businesses to the markets and therefore numbers dropped. The drought increased prices of fresh produce as well.

### 3.4 Family Support Centre at Goroka Base Hospital

**Project Partner:** Eastern Highlands Provincial Health Authority

**Total Funding:** \$301,716

**Funding timeframe:** March 2014 – June 2015

#### 3.4.1 Overview

The project built the Eastern Highlands Family Support Centre, through the *Strongim Pipol Strongim Gavman* program at Goroka Base Hospital to provide essential services and coordination around service delivery to survivors of violence.

#### 3.4.2 Aims

To increase support services through a hospital based Family Support Centre and a strengthened and effective Family and Sexual Violence Steering Committee in Eastern Highlands Province.

#### 3.4.3 Objectives

Family Support Centre at the hospital established, and functioning, providing a model for the Ministry of Health to use in other provinces.

Table 10 Key project deliverables – Family Support Centre at Eastern Highlands Hospital

Objective	Progress
<b>Objective 1</b>	<b>Family Support Centre at the hospital established, and functioning, providing a model for Ministry of Health in other provinces</b>
2014–2015	<ul style="list-style-type: none"> <li>Eastern Highlands Provincial Health Authority completed construction of the new Family Support Centre in Goroka, which was officially opened in March 2015. Certificates of Occupancy and Completion were issued. Procurement of office assets and furniture has commenced.</li> </ul>

#### 3.4.4 Successes

The Eastern Highlands Provincial Health Authority is now in a better position to provide services for survivors of family and sexual violence, following the successful construction of its Family Support Centre building.



### 3.4.5 Challenges

The Centre exists but funding has not been forthcoming from Government of Papua New Guinea to properly staff it or provision it. Therefore, it is not running to capacity.

## 3.5 Support for strengthening national coordination, implementation and monitoring mechanisms for zero tolerance towards family and sexual violence

**Project Partner:** United Nations Development Programme

**Total Funding:** \$4 million plus \$500,000 from the Regional program

**Funding timeframe:** 2014–2016

### 3.5.1 Overview

This project is designed to strengthen national coordination and commitment to address gender based violence. The project partners are the Department for Community Development and Religion – Office for the Development of Women, Department for Justice and Attorney General, Consultative Implementation and Monitoring Council – Family and Sexual Violence Action Committee, with support from the United Nations Development Program in Papua New Guinea.

### 3.5.2 Aims

To strengthen national coordination, implementation and monitoring mechanisms for zero tolerance towards gender based violence / family and sexual violence.

### 3.5.3 Objectives

- Research and development of a framework for gender based violence / family and sexual violence interventions for improved planning, budgeting and monitoring at national and provincial level.
- Development of a national gender based violence strategy in partnership with relevant stakeholders, and roll out in pilot ministries.
- Strengthening of provincial Family and Sexual Violence Action Committees in four provinces to effectively refer and manage cases and ensure the availability and quality of gender based violence / family and sexual violence interventions.
- Capacity building and support for gender based violence / family and sexual violence champions and human rights defenders in eight provinces to raise awareness and prevent gender based violence / family and sexual violence.

Table 11 Key project deliverables – support for strengthening national coordination, implementation and monitoring mechanisms for zero tolerance towards family and sexual violence

Objectives	Progress
<b>Objective 1</b>	<b>Research and development of a framework for gender based violence / family and sexual violence interventions for improved planning, budgeting and monitoring at national and provincial level</b>
2013–2014	<ul style="list-style-type: none"> <li>▪ Desk review of existing gender based violence / family and sexual violence materials was conducted.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ The Literature Review of Gender Based Violence and Intervention: 1975–2015 was drafted and edited. It is due for completion in December 2015. It will form one part of the baseline against which both national and provincial governments will be able to measure the advancement of their gender based violence work.</li> </ul>

Objectives	Progress
	<ul style="list-style-type: none"> <li>▪ A national map of gender based violence / family and sexual violence interventions across Papua New Guinea was conducted. Seventeen provinces were mapped. Data collection workshops were conducted in eight provinces and nine provinces submitted written surveys. The report will be finalised in 2016.</li> <li>▪ The mapping exercise identified six innovative gender based violence interventions that highlight the positive impact on the prevention of gender based violence incidents and the support to gender based violence survivors. Case studies were documented in photo essays and the University of Goroka produced six documentaries to showcase the case studies. Three of the documentaries were presented at a three-day consultation with representatives from nine provinces. The completed product was launched by the Minister for Religion Youth and Community Development in November 2015.</li> <li>▪ Resources were developed to support provinces to update their figures and report annually, including a data framework and power point presentation updated with latest figures.</li> </ul>
<b>Objective 2</b>	<b>Development of a National Gender Based Violence strategy in partnership with relevant stakeholders and roll out in pilot ministries and four provinces</b>
2013–2014	<ul style="list-style-type: none"> <li>▪ A high-level Technical Working Group (comprising government representatives, National Capital District faith-based organisations, community based organisations and the private sector) was established to support implementation and ensure full inclusion of key stakeholders in the development of the National Gender Based Violence Strategy. Three meetings were held in 2014.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ A draft Gender Based Violence Strategy 2015–2050 was developed and taken to the four regions for sub national consultations.</li> <li>▪ Based on the draft strategy, a submission was prepared by the Department for Community Development and Religion – Office for the Development of Women (Minister’s Office) for the National Executive Council to endorse the Strategy and guide a budget bid for funding.</li> </ul>
<b>Objective 3</b>	<b>Strengthening of provincial Family and Sexual Violence Action Committees in four provinces to effectively refer and manage cases and ensure the availability and quality of gender based violence / family and sexual violence interventions</b>
2014	<ul style="list-style-type: none"> <li>▪ Four provinces committed to pilot the development of provincial gender based violence plans and budgets. Four other provinces were selected to buddy up with and learn from the key provinces.</li> <li>▪ Meetings were held with the Provincial Administrator and Governors in eight provinces to lobby for their support to endorse and fund the Family and Sexual Violence Action Committee Secretariat.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ Nine provinces are actively participating in the revival and or increased sustainability of the Family and Sexual Violence Action Committees. Five provinces are establishing Family and Sexual Violence Action Committee Secretariats. Morobe finalised its Gender Based Violence Strategy and plan of action, established a secretariat and allocated a budget of PGK50,000. Milne Bay finalised its Gender Based Violence Strategy, drafted its plan of action, advertised for a secretariat and allocated a budget of PGK55,000. East New Britain finalised its Gender Based Violence Strategy, drafted its plan of action, established a secretariat and allocated a budget of PGK50,000. Jiwaka drafted its Gender Based Violence Strategy, is working on its plan of action and establishing a secretariat and allocated a budget of PGK100,000. Eastern Highlands Province finalised its Gender Based Violence Strategy, drafted its plan of action, is establishing a secretariat and submitted a budget of PGK250,000 that still needs to be endorsed by the provincial government. National Capital District revitalised its Family and Sexual Violence Action Committee and the Governor allocated a budget of PGK1,200,000 to support the establishment of the Secretariat and a gender-based violence training centre. Western Province began drafting its Gender Based Violence Strategy, plan of action, plans to establish a secretariat in 2016 and allocated a budget of PGK1,500,000. Madang and Southern Highlands committed to developing a Gender Based Violence Strategy.</li> </ul>
<b>Objective 4</b>	<b>Capacity building and support for gender based violence / family and sexual violence champions and human rights defenders in eight provinces to raise awareness and prevent gender based violence / family and sexual violence</b>
2014	<ul style="list-style-type: none"> <li>▪ Capacity building did not occur in 2014.</li> </ul>
2014–2015	<ul style="list-style-type: none"> <li>▪ A mapping exercise of Human Rights Defenders / champions was conducted in the provinces. Four workshops were held to strengthen the work of Human Rights Defenders to prevent and respond to gender based violence gender-based violence cases. Nine Human Rights Defenders were trained as trainers.</li> <li>▪ Manuals for Human Rights Defender work and referral pathway and point of entry systems were developed.</li> </ul>

### 3.5.4 Successes

Five provincial level governments finalised their gender based violence strategies and allocated budgets to support implementation of gender based violence / family and sexual violence policies.

Community service organisations and faith-based organisations committed to sharing data and working with the project to develop a gender based violence / family and sexual violence services database system. In Lae, where there are a number of complementary engagements, the initiative has already led to key government entities (police and health) to revisit their database.

Nine provinces agreed to roll out a unified Ending Violence against Women campaign. They will use the 6 videos developed through the project, as part of the awareness aspect of the campaign. The University of Goroka is preparing the guidelines to support a monitoring and evaluation framework to measure the impact of the use of these videos. Community based organisations and faith-based organisations will be introduced to monitoring and measuring impact through the use of audio and visual material, some of which can continue to be utilised in advocacy work.

The information in the literature review and the map of gender based violence interventions in Papua New Guinea will provide a strong platform for project partners to continue to engage with government. The resulting case studies and the recording of audio-visual narrative stories will be included with the mapping report to provide a 'face' to the data presented in the report and give a voice to the local champions. The material will be used to support the 20 days of Ending Violence against Women in a minimum of eight provinces.

### 3.5.5 Challenges

Project implementation was delayed by difficulties recruiting suitably qualified national and international consultants. A Gender Based Violence Council, Secretariat and a National Steering Committee have not yet been established. The Technical Working Group was established to support the implementation of the project and to support the National Steering Committee when it is established. Technical Working Group Members are high-level advisors from key government departments and civil society stakeholders.

The National Strategy for Preventing and Responding to Gender Based Violence (2015–2050) was submitted to the Department for Religion Youth and Community Development in December 2014. The Technical Working Group expressed concerns that the Department's revised strategy did not reflect an all of government approach. The Secretary for National Planning is now taking the lead to have the strategy endorsed by the National Executive Council. The impasse actually led to the engagement of a broader group of national leaders, which is regarded as a positive development.

## 3.6 Building the capacity of PNG's Family and Sexual Violence Action Committee

**Project Partner:** Family and Sexual Violence Action Committee

**Total Funding:** \$405,614

**Funding timeframe:** 2014–2016

### 3.6.1 Overview

The Family and Sexual Violence Action Committee is a national body established to look into the problems associated with family and sexual violence and to develop concrete ways of addressing these problems. In 2015, *Pacific Women* commissioned an in-depth organisational capacity assessment of the Family and Sexual Violence Action Committee and technical support to implement the findings of the assessment.

### 3.6.2 Aims

- Organisational capacity assessment of the Family and Sexual Violence Action Committee.
- Develop a draft Capacity Support Plan to allow the Family and Sexual Violence Action Committee to fulfil their mandate.
- Provide technical assistance to implement the assessment.

### 3.6.3 Objectives

Table 12 Key project deliverables – building the capacity of PNG’s Family and Sexual Violence Action Committee

Objectives	Progress
<b>Objective 1</b>	<b>Organisational capacity assessment of the Family and Sexual Violence Action Committee</b>
2014–2015	<ul style="list-style-type: none"> <li>▪ The assessment of organisational capacity was completed and the report presented and accepted by Family and Sexual Violence Action Committee in October 2014.</li> </ul>
<b>Objective 2</b>	<b>Develop a draft Capacity Support Plan to allow the Family and Sexual Violence Action Committee to fulfil their mandate.</b>
2014–2015	<ul style="list-style-type: none"> <li>▪ The Capacity Support Plan and report was completed and accepted by the Family and Sexual Violence Action Committee in October 2014.</li> </ul>
<b>Objective 3</b>	<b>Provide technical assistance to implement the assessment</b>
2014–2015	<ul style="list-style-type: none"> <li>▪ Technical assistance to commence in July 2015.</li> <li>▪ A Deputy Coordinator was recruited to strengthen management practices that will increase the ability of the Committee to meet its mandate.</li> </ul>

### 3.6.4 Successes

The organisational capacity assessment provides a detailed review of the strengths and challenges within the Family Sexual Violence Action Committee. The Capacity Development Plan provides a range of strategies to be implemented over a two-year period to strengthen the Committee’s strategic direction, management capacity and organisational performance. The strategies include appointing a Deputy Coordinator; developing organisational terms of reference, a communications plan, a monitoring framework, and an advocacy strategy; strengthening coordination and information systems; revising information education communication materials; and developing a capacity-building program for local partners and networks.

### 3.6.5 Challenges

The organisational capacity assessment found that the Family and Sexual Violence Action Committee’s mission statement, goals and strategic direction are broad and ambitious. It recommends the development of an organisational strategic framework to guide operations.

Many stakeholders view the Family and Sexual Violence Action Committee as the ‘face’ of family and sexual violence action in Papua New Guinea, which creates enormous and often unreasonable demands and expectations on the organisation. There are opportunities for greater harmonisation, coordination and learning across the projects that would enhance effectiveness.

## 4 Component 4 – Learning and Understanding: Enhanced Knowledge and Evidence to Inform Policy and Practice

### 4.1 Research on women’s leadership and decision making in the Pacific

**Project Partner:** State, Society and Governance in Melanesia (SSGM)

**Total Funding:** \$311,623

**Funding timeframe:** 2013–2016

#### 4.1.1 Overview

Improving women’s leadership, political participation and decision making in the Pacific is a multi-country research activity that examines women’s leadership and political participation at the national and sub-national level, through a number of discrete research activities. The research seeks to identify the characteristics and relationships that enable women candidates to compete successfully in national, sub-national and local politics and the campaign strategies they employ. The research also seeks to identify the factors underpinning their leadership success, the entry points and pathways to women’s leadership and the relationships between different levels of decision-making.

#### 4.1.2 Aims

Specifically, the research seeks to:

- Test the emerging evidence concerning women who perform well in parliamentary and local elections in Melanesia, by conducting further research with the better performing women candidates, including those who poll strongly but fall shy of being elected.
- Establish credible baseline evidence concerning women’s representation in politics, and possibly the public sector.
- Explore the entry points / pathways to women’s leadership at the local level, through a focus on women community leaders and women in local government.
- Explore the gendered nature of money politics and manner in which money politics impacts on the campaigns of women candidates.
- Investigate women’s participation in elections and the factors that influence women’s voting behaviour.

It is expected that:

- The results from the research will be used to inform a wide range of activities, including future support and training for women candidates.
- Research findings will be disseminated to scholarly and policy audiences in a variety of ways, including through: briefing notes, seminars, workshops, discussion papers and longer articles.

### 4.1.3 Objectives

Table 13 Key project deliverables – supporting research on women’s leadership and decision making in the Pacific

Objectives	Progress
<b>Objective 1</b>	<b>Test the emerging evidence concerning women who perform well in parliamentary and local elections in Melanesia, by conducting further research with the better performing women candidates, including those that poll strongly but fall shy of being elected.</b>
2013–2016	<ul style="list-style-type: none"> <li>▪ Across the Pacific women candidates who poll well are typically community-based; have deep connections to their electorates; are well educated; have strong male backers; are from high profile families; have often built good reputations as a local representative; have a strong constituency support base; have significant involvement in the church; and are recognised as serving the community or delivering benefits locally.</li> <li>▪ In many cases women who have unsuccessfully contested elections in the Pacific fail to satisfy these criteria, which undoubtedly has contributed to their poor performance.</li> </ul>
<b>Objective 2</b>	<b>Establish credible baseline evidence concerning women’s representation in politics, and possibly the public sector</b>
2013–2015	<ul style="list-style-type: none"> <li>▪ The detailed election research found that although leadership gains have been greatest at the sub-national level, the experiences of Pacific women involved in sub-national politics and decision making differ considerably. This is consistent with the broader international literature which finds that quotas and other special measures ‘do not guarantee influence of women’s voice in shaping political outcomes, or that women politicians will prioritise gender equality agendas’ (Domingo et.al. 2015:13; Ferguson 2013:12,25).</li> <li>▪ SSGM conducted important new research concerning women’s administrative leadership. This entailed analysing the gender profile of the PNG public sector. This research revealed that the gender profile of the PNG public sector is remarkably complex, with some agencies and regions performing considerably better than others. It found: <ul style="list-style-type: none"> <li>- Women are best represented in the service professions, accounting for 54% of all health workers and 42% of teachers. By contrast only 24% of administrative positions are held by women.</li> <li>- The number of women rapidly diminishes with seniority, such that women occupy 18% of all senior management appointments and 7% of all executive appointments.</li> <li>- Progress towards PNG’s target goal of 30% of women in public service leadership positions by 2017 has been uneven. Women are well represented in central government agencies but are severely underrepresented in senior positions at the sub-national level where services are delivered.</li> <li>- As at June 2014 women held no executive level appointments, only six per cent of senior management and ten per cent of middle management appointments in provincial administrations, and accounted for only two per cent of senior officers and six per cent of junior officers in PNG’s combined services.</li> </ul> </li> </ul>
<b>Objective 3</b>	<b>Explore the entry points / pathways to women’s leadership at the local level, through a focus on women community leaders and women in local government.</b>
2013–2015	<ul style="list-style-type: none"> <li>▪ Civic engagement, involvement with the church and local peacebuilding efforts provide important proving grounds for women leaders.</li> <li>▪ SSGM’s detailed election research also demonstrates that credibly contesting elections at the national level and finishing amongst the top-ranked losing candidates, is one pathway women in PNG are successfully using to enter local and provincial (sub-national) politics.</li> </ul>
<b>Objective 4</b>	<b>Explore the gendered nature of money politics and manner in which money politics impacts on the campaigns of women candidates.</b>
2013–2015	<ul style="list-style-type: none"> <li>▪ Electoral contests in the Pacific region are increasingly marred by heightened levels of electoral malfeasance and the proliferation of money politics. Just as voting experiences are gendered (see below), so too is money politics. In Solomon Islands, as in PNG, men typically receive cash and gifts more often than women and in larger amounts.</li> <li>▪ Nearly two-thirds (64%) of those who elicited cash from candidates during the 2014 Solomon Islands elections were men (Haley et.al. 2015). In addition, men reported receiving 20% more than women in exchange for their vote, and were far more likely to have personally elicited cash or gifts in return for their votes. They also reported a greater confidence to decline gifts or cash when offered to them, and less bound to honour such commitments.</li> </ul>

Objectives	Progress
<b>Objective 5</b>	<b>Investigate women’s participation in elections and the factors that influence women’s voting behaviour.</b>
2013–2015	<ul style="list-style-type: none"> <li>▪ SSGM’s 2013 <i>Political Gifting Survey</i> and its detailed election research in PNG and Solomon Islands comprehensively demonstrated that men and women experience and participate in elections differently, and that women do not participate in elections as equal citizens. For example, close to a third of all women voters surveyed (13–45% depending on constituency) self-reported having experienced intimidation during voting.</li> <li>▪ Accordingly, activities designed to improve women’s political participation and voice must also recognise and look for the inter-relationship between different forms and levels of political participation. Likewise, they must give due regard to the gendered nature of political gifting and money politics, and to the intimidation women voters report experiencing on polling day, otherwise they are unlikely to be effective.</li> </ul>
<b>Objective 6</b>	<b>The results from the research will be used to inform a wide range of activities, including future support and training for women candidates</b>
2013–2015	<ul style="list-style-type: none"> <li>▪ Since October 2013 the Centre for Democratic Institutions has been co-located with and operated by SSGM, resulting in benefits to both SSGM and Centre for Democratic Institutions, and a strengthened research-policy-programming nexus. Frequent and regular interaction between SSGM researchers and Centre for Democratic Institutions program staff has encouraged collaboration and provided opportunities for research to contribute to evidenced-based policy making and enhanced program design.</li> <li>▪ The research arising from this project and in particular the 2013 Political Gifting Survey, informed the design of the <i>PNG Electoral Support Strategy 2015–2018</i>, while the research findings from each of the discrete research activities undertaken over the past two years have been captured in a recent Issues Paper entitled: <i>Women’s political and administrative leadership in the Pacific</i>, which was prepared to inform forthcoming design work being undertaken by <i>Pacific Women</i>.</li> <li>▪ At the request of United Nations Development Program and the United States Embassy, four SSGM scholars involved with this project attended the 2015 PNG Women’s Forum and conducted a separate follow-up workshop on Women’s Leadership and Political Participation on 12 March 2015. The workshop was attended by the recently elected executives of the PNG National Council of Women, presidents of the Provincial Council of Women, Provincial Assembly nominees, women intending to contest the 2017 national elections and their campaign managers. It allowed sharing research findings and elicited strategies that might better enhance election campaigning on the part of women candidates.</li> </ul>
<b>Objective 7</b>	<b>Research findings will be disseminated to scholarly and policy audiences in a variety of ways, including through: briefing notes, seminars, workshops, discussion papers and longer articles.</b>
2014–2015	<ul style="list-style-type: none"> <li>▪ The findings arising from SSGM’s Women’s Leadership research were principally presented in SSGM’s <i>In Brief</i> series and through seminars at SSGM and DFAT. They were also published in academic journal articles and disseminated through presentations at international conferences and in other policy fora, including: the 2014 SSGM State of the Pacific Conference in the <i>Emergent Shifts in Gender Roles</i> session convened by Dr Ceridwen Spark and in the <i>Women in Leadership in the Pacific</i> session convened by SSGM PhD student Stephanie Lusby; at the 2014 Pacific Islands Political Science Association Conference in Tahiti in a session entitled <i>Women in Politics</i>; at the 2015 European Society for Oceanists Conference in Brussels in a session entitled <i>Strategies of the Weak</i>; and at the 2015 SSGM State of the Pacific Conference in a session entitled <i>Women’s Leadership and Political Participation</i>. A number of the ‘In Briefs’ arising from this project were re-published on the Development Policy Centre’s Blog.</li> <li>▪ To date SSGM has: <ul style="list-style-type: none"> <li>- published 16 separate In Briefs outlining the research findings from this project and have two more in the production pipeline;</li> <li>- published five peer-reviewed journal articles;</li> <li>- delivered 18 conference papers / seminars; and</li> <li>- published five ancillary publications – <i>In Briefs</i> arising from this research but not directly related to Women’s Leadership or political participation per se.</li> </ul> </li> <li>▪ All publications have been provided to <i>Pacific Women</i> for uploading to the <i>Pacific Women</i> website.</li> </ul>

#### 4.1.4 Successes

Over the past two years, SSGM scholars conducted Women’s Leadership research in eight Pacific countries. The research in PNG, Solomon Islands, Kiribati, Tuvalu, Tonga and Samoa was funded under *Pacific Women*, while additional but linked research in Vanuatu and Fiji was funded separately. This research has generated a sizeable corpus of new research concerning women’s leadership and

political participation across the region, and not only lays the foundations for a more nuanced analysis of women's political participation in Melanesia and the Pacific more broadly, but has important policy and program development implications.

SSGM staff are committed to research capacity building and take very seriously their mandate to train and nurture the next generation of Pacific scholars. Wherever possible they seek to involve their PhD students in collaborative research projects and provide opportunities for Pacific Island scholars to be involved in each phase of the research project. To date three students have been actively engaged in this project.

Kerryn Baker, the first SSGM student, submitted her PhD Dissertation entitled, *The Meanings of Success in Quota Campaigns in the Pacific Islands Region*, in November 2014. She was awarded her degree in December 2015. Almah Tararia gained a scholarship to undertake her PhD studies at SSGM because of her work on the initial *Political Gifting Survey* activity. Almah commenced her studies in early 2014 and in March 2015 successfully presented her thesis proposal seminar. She is currently conducting her PhD fieldwork in PNG's New Ireland Province, where she is examining women's influence at the local level in a matrilineal society. Her research will focus on village and ward level committees that have women members (either elected or nominated) and will examine how women exercise leadership at the local level and the extent of their influence on these committees. In late 2014, a second young woman from PNG, Theresa Meki, joined SSGM. She is conducting research concerning women candidates in PNG. Theresa intends conducting her major fieldwork in PNG in 2016 in the lead-up to the 2017 PNG General Elections. She successfully presented her thesis proposal seminar in November 2015, and expects to commence her field research in mid-2016.

Almah and Theresa have been involved in undertaking research with SSGM colleagues on mainstream topics such as the work conducted by Richard Eves, Thiago Oppermann and Colin Wiltshire concerning the operation of the recently enacted District Development Authorities. Through this work they are examining, among other things, the manner and extent to which women exercise influence in relation to local level development planning.

#### 4.1.5 Challenges

Existing efforts to enhance women's leadership, political participation and decision-making have not resulted in the gains expected or desired; necessitating the need to find new ways of engaging and new modalities for support. Despite this research, uptake is often challenging, due to risk aversion on the part of donors. SSGM's women's leadership research points to the need for new ways of doing things. A key challenge moving forward will be to see new forms of support and engagement incorporated into future donor funded activities. SSGM has sought to overcome this challenge through forging strong links with the Centre for Democratic Institutions and the *Pacific Leadership Program*.

## 4.2 Research on the relationship between women's economic empowerment and violence against women in Melanesia

**Project Partner:** State, Society and Governance in Melanesia (SSGM)

**Total Funding:** \$362,618

**Funding timeframe:** 2014–2016

### 4.2.1 Overview

This is a multi-country study. The research has been completed in Solomon Islands and two provinces of Papua New Guinea (Eastern Highlands and Bougainville). The research seeks to answer the question of how to empower women economically and improve their livelihood security without compromising their safety. It looks at both informal and formal economies, including community-based microfinance and banking initiatives, women's business enterprises, donor-funded market projects,



cash-cropping (coffee and cocoa), and women’s employment in the public sector and donor agencies. The research is a collaboration with the International Women’s Development Agency.

#### 4.2.2 Aims

- The results from the research will be used to inform a wide range of activities, including Australian Government supported financial inclusion and private sector programs, and ending violence against women programs.
- Share research findings through a financial research report, briefings, discussion papers, academic papers, case studies and practitioner guidance material.

#### 4.2.3 Objectives

Table 14 Key project deliverables – supporting research on the relationship between women’s economic empowerment and violence against women in Micronesia project

Objectives	Progress
<b>Objective 1</b>	<b>The results from the research will be used to inform a wide range of activities, including Australian Government supported financial inclusion and private sector programs, and ending violence against women programs</b>
2014–2015	<p><i>State, Society and Governance in Melanesia</i> conducted in-depth research on the relationship between economic empowerment of women and violence against women. Findings include:</p> <ul style="list-style-type: none"> <li>▪ The importance of targeting men for gender training when initiating programs for women’s economic empowerment.</li> <li>▪ Empowerment for women coffee smallholders is a long way off. There were many reported instances of women in the coffee industry being forced to have sex with their husbands against their wishes and many cases of both men and women subscribing to the view that it was acceptable for a man to beat his wife or partner.</li> <li>▪ Women’s economic activities increase their workload and in many instances enable men to opt out of contributing to their household.</li> <li>▪ There is a lot of conflict within families around men’s failure to consider household priorities / other potential uses of funds before spending on discretionary items (alcohol, cigarettes).</li> </ul>
<b>Objective 2</b>	<b>Share research findings through research reports, briefings, discussion papers, policy papers, academic papers and practitioner guidance material.</b>
2014–2015	<p><i>State, Society and Governance in Melanesia</i> research papers are published as part of the ‘In Brief’ series on the <i>State, Society and Governance in Melanesia</i> website. This includes:</p> <ul style="list-style-type: none"> <li>▪ SSGM In-Brief 2014 / 3: Do No Harm: The Relationship between Violence against Women and Women’s Economic Empowerment in the Pacific.</li> </ul> <p>Research findings were shared through conference presentations. This includes:</p> <ul style="list-style-type: none"> <li>▪ State of the Pacific Conference, held at the Australian National University, 7–9 September, 2015: Coffee is Men’s Business: The Challenges of Women’s Economic Empowerment among Coffee Small-Holders in the Eastern Highlands (Papua New Guinea).</li> </ul>

#### 4.2.4 Successes

In addition to the research collaboration with International Women’s Development Agency, SSGM has collaborated with the Coffee Industry Support Project of CARE International in Papua New Guinea. An important component of the research has been research capacity development and the training of local researchers. In addition to training two women researchers in Solomon Islands and Bougainville, several members of the Coffee Industry Support Project were trained in research methods as part of a collaboration with CARE. This increased the local capacity to undertake quality research on gender issues.

The research has produced a large amount of data. This includes qualitative interviews (Solomon Islands – 150 individual interviews with women, men and key informants; Bougainville – 95 individual

interviews with women, men and key informants; Eastern Highlands – 98 individual interviews with women, men and key informants) and quantitative data (Eastern Highlands – 130 surveys with coffee small-holders). The data set gives rich insights into the experiences of women who are involved in seeking to earn money across a whole spectrum of activities. Analysis of this data will provide the basis for a number of outputs to be produced over the remainder of the project, including a number of 'In Briefs' and Discussion Papers that address a range of issues, including the impacts of women's economic empowerment on household decision-making and lessons learned regarding the operation and effect of women's savings clubs. A range of guidance materials that draw on the research will also be produced by SSGM and International Women's Development Agency, which are intended to inform how civil society organisations shape their programs related to women's economic empowerment.

#### 4.2.5 Challenges

The large amount of data collected throughout the project poses some challenges for analysis. The volume requires time-consuming and methodical work to capture the main themes. It is also important to do justice to the voices of the respondents by telling their stories in a sensitive and ethical way.

### 4.3 Gender stocktake of Port Moresby Australian Government Post

**Project Partner:** Development Matters Consulting

**Total Funding:** \$49,164

**Funding timeframe:** 2014–2015

#### 4.3.1 Overview

Stocktake of gender and women's empowerment work occurring across all work of the Australian Government in Papua New Guinea; including diplomatic engagement, whole of government partners, Defence and aid.

#### 4.3.2 Aims

- Assess current extent of the focus and increase impact over time through the development of a shared gender action plan.

#### 4.3.3 Objectives

Table 15 Key project deliverables – gender stocktake of PNG Australian Government Post

Objective	Progress
<b>Objective 1</b>	<b>Assess current extent of the focus and increase impact over time through the development of a shared gender action plan</b>
2014–2015	The Gender Stocktake was completed and disseminated in July 2015. The Gender Action Plan for Australia's investment in Papua New Guinea was finalised and agreed to by the Australian Government's Papua New Guinea Post. A monitoring and evaluation plan was developed to guide the post reporting on progress, strengthening gender work and to track implementation over a five-year period towards the agreed outcomes and indicators in the Gender Action Plan.

#### 4.3.4 Successes

The Gender Stocktake employed a participatory assessment methodology, working closely with Australian Government staff and investment implementers to review progress so far and plan future directions. For each investment, a 'gender report card' has been prepared to take stock of the program's progress in improving equality for women by assessing: i) program design and contracting

arrangements; ii) program implementation (what programs are actually doing in the field); and iii) how programs are evaluating and monitoring impact of the program on women, men, girls and boys. The stocktake found a significant improvement since 2009 in the degree to which gender is being incorporated into investment design and contracting arrangements.

The stocktake found that there is an increased focus on gender equity across Australia's investments in Papua New Guinea (compared to 2009). Gender has gone from being relatively peripheral to being a key focus within many investments, and all investments were found to have at least some gender-specific policies and activities. There has also been an increase in the extent to which gender is being incorporated into the design and delivery strategies of investments across all sectors. Gender equity is now more concretely incorporated into Partnership for Development Schedules, which, with the exception of transport, articulated concrete gender targets. However, in some cases, such as gender parity in education, there has been very limited targeted investment by either the Australian or Papua New Guinean government to achieve agreed targets.

The stocktake also found that Australian investments are addressing all three pillars of the Australian Government *Gender Equity Policy*: i) women's voice in leadership and decision-making; ii) women's economic empowerment; and iii) ending violence against women and girls.

Most investments in the governance sector have made significant progress in mainstreaming gender into their programs and have positioned gender equity as central to their program. Gender has been well integrated into law and justice sector investments, both in terms of specific outcomes with respect to women's access to justice and addressing family and sexual violence, as well as strengthening women's leadership within the justice sector. The Partnership for Development Agreement and the Australian Government Health and HIV Delivery Strategy, identify gender as a priority, crosscutting issue and explicitly incorporate gender outcomes in relation to maternal health.

#### 4.3.5 Challenges

Promoting gender equality in the Papua New Guinea context is challenging. Papua New Guinea ranks 127 out of 187 countries in the United Nations Gender Inequality Index.<sup>8</sup> Despite the legal and policy rhetoric of the government of Papua New Guinea regarding gender equality, there has been little direct spending allocated to addressing women's equality.

Common themes identified across Australian investments were:

- incorporating gender equality in Australian government processes requires on-going effort;
- there is a risk of gender getting 'lost' in the mainstreaming;
- coordination and collaboration across investments is improving, but still needs work, fragmentation undermines the impact of Australian investments;
- monitoring and evaluating impact remains a challenge;
- more focus is needed on identifying and replicating good practice;
- there is a need to strengthen implementing partners' and advisers' capacity as agents for change;
- expenditure on gender equality work remains inadequate.

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<sup>8</sup> United Nations Development Programme Human Development Report 2014