

## OUTCOME XM-DAC-41146-PNG\_D\_1.1

### **Women fully and effectively participate in and have equal opportunity for leadership at all levels of decision-making in political and public life (Aligned to SP Output 4)**

PNG women demonstrated courage, confidence and knowledge through increased participation in political leadership position. During the 2022 general elections a total of 64 women (an increase from 22.8% in 2017 to 40.3% in 2022), were endorsed by political parties with most parties endorsing between one and four women candidates. Two women were successfully elected to National Parliament in the 2022 national general elections, both were endorsed by political parties. UN Women further enhance women leadership and governance, inclusive decision-making, communication, community development and running for election, knowledge and skills. This was achieved through training, 93 subnational female politicians from the Autonomous Bougainville Government community department, and Government of PNG provincial and Local Level Government on the same. Participants shared numerous positive benefits from the trainings, including: (1) The training gave them more recognition and credibility as a leader in their community; and (2) The training increased their confidence in speech writing, public speaking, proposal writing and how government functions. During this period, the Political Leadership Academy for Women, established by UN Women in 2021 in partnership with the Pacific Institute of Leadership and Government (PILAG), saw two cohorts of subnational female politicians graduated. In addition, PILAG demonstrated their commitment to the Academy by dedicating an office on their campus and staff to support the programme, as well as taking increased ownership over the delivery of the curriculum. In 2022, recorded improvement in community perception on women leadership participation. UN Women piloted a new approach to raise awareness on women's leadership by working closely with Queensland University of Technology to co-create 13 digital stories with male and female leaders from across PNG. These stories were aired at the national level via television and social media, and were used to support community dialogues across 9 provinces (Eastern Highlands Province, East New Britain, East Sepik Province, Jiwaka, National Capital District, Morobe, Milne Bay and Simbu) and the Autonomous Region of Bougainville reaching 1,631 people. All the data collected showed an overwhelming interest and appetite for the films with '91% [of viewers] saying that they learnt something new from the films'. There was also an immediate shift reported in some audiences' perceptions after viewing the film, 'I thought women are not good enough in leadership roles. But even a slight opportunity given for them can bring positive results because women are usually persistent in things they do'. (Male, 30, Simbu) UN Women worked closely with the Autonomous Bougainville Government (ABG) to the review and creation of gender-responsive policies, including the ABG Gender Policy and the ABG Partnerships Policy. As a result of this work, the ABG's discussions on the establishment of the Office for the Development of Women has been reinvigorated. The establishment of this office and the allocation of resources to support its functions is critical for advancing coordination and legislation on GEWE in the ABG.

## OUTCOME XM-DAC-41146-PNG\_D\_2.1

### **National, provincial and district plans, legislations, policies, strategies, budgets and justice mechanisms adopted and implemented to strengthen women's economic empowerment**

UN Women created enabling environment to promote women market vendors' participation in the

economic and livelihood development by supporting PNG Government's review of its Informal Economy Sector Policy, PNG Government's New Normal COVID-19 Policy, training and establishment of Women Markets Vendors Associations, capacity development for market management team, provide life-skills and business management skills training to market vendors, and market infrastructure development. Furthermore, UN Women enhanced duty bearers' knowledge and skills on cross-cutting themes such as violence against women, human rights, women's right to income and access to public spaces. The market managers and provincial government officials were trained on hygiene, sanitation, public leadership and exchange programmes were organised for the leaders. UN Women supported market managers to develop gender sensitive market operational plans and budgets.

#### OUTCOME XM-DAC-41146-PNG\_D\_2.2

##### **Socio-economic security of urban and rural women improved**

During the reporting period, UN Women improved women market vendors social and economic wellbeing through financial literacy training, and loans to start their businesses. Market vendors' voice was amplified by supporting the full registration of 11 provincial markets vendors associations. UN Women in partnership with UNCDF provided loans to 160 women (40 Goroka, 40 Lae, 40 Vanimo, 40 Gordons) to start their businesses. The women further opened bank accounts with Women's Micro Bank Limited (WMBL), Mi Bank, Bank of South Pacific. UN Women designed a participatory curriculum for low literacy women and rolled this out in 7 locations.

#### OUTCOME XM-DAC-41146-PNG\_D\_2.3

##### **Services are gender responsive and enhances women's economic opportunities and livelihoods**

Gender-sensitive and inclusive market infrastructure were improved across 11 markets through refurbishment of market structures in Kimbe and Wabag, installation of water taps in the market for people with disability. The establishment of Market Vendors Associations and their representation in the market authority increased the voice to promote 'leave no one behind' concept. The Associations promoted safety of women and creation of enabling environment to support business activities in the markets. Through the capacity building initiatives, market authorities developed gender sensitive Market Operations Plan, Risk Management Plan, and Conflict Resolution Plan that promoted good governance and management of markets by market authorities and created economic opportunities for women.

#### OUTCOME XM-DAC-41146-PNG\_D\_3.2

##### **SN Outcome 2.2 Men and boys recognize women and girls' right to live lives free from violence (aligned to SP Output 12)**

In 2022, PNG witnessed a growth of men and boys movement (including, politicians, church, youth and community leaders), standing up for women's rights. UN Women specially used the 'SANAP Wantaim Campaign,' Community Action Groups (through the work of Eastern Highlands Family Voice) to engage young men on women and girls rights. These youth champions gained new knowledge on positive masculinity and gender equality and have become change agents providing leadership in communities by raising awareness and mobilizing the community to utilize available services. For example the trained youths reached a total of 1541 (903F/611M) people in 2022 through various interventions which included

outreach activities in six communities (5 in the National Capital District and 1 in Western Highlands Province, five schools (4 in Western and 1 in Eastern Highlands Province), two markets (1 in Morobe and 1 in East Sepik). The youth have also disseminated messages through radio and TV programmes broadcast by the National Broadcasting Corporation which has national coverage across all 22 provinces of the country. Under the WPHF Programme, UN Women's partners such as Eastern Highlands Family Violence, Kafe Urban Settlers Women Association, Community Development Association and Kup Women for Peace included male engagement components in their programmes leading to changes in men's behaviour towards their wives. Mr. Bana Mick from Muglwaku Kar tribe in Simbu Province, is evidence of the impact of engaging men. Simbu province is associated with high rates of intimate partner violence where, 63% women aged 15 to 49 years old reported to have ever experienced physical, sexual or emotional abuse from their partners (PNG DHS 2016). Mr. Mick beat his wife daily, exacerbated by his abuse of alcohol and drugs. In his own words, "I used to be a violent man, beat my wife and children daily". One of the community leaders said that the wife feared reporting the abusive husband to the police because she feared losing him and retribution from the community. Through Kup Women for Peace's engagements in the area, Mick's sister-in-law gathered the courage to report him to the police and he was arrested. After his release, he started taking part in all community initiatives to end violence against women and girls.

#### OUTCOME XM-DAC-41146-PNG\_D\_3.3

### **SN Outcome 2.3: Government departments have capacity to design and deliver safe and universally accessible public spaces (aligned to SP Output 12)**

UN Women noted improved capacity at provincial and district levels in designing gender sensitive public policies on the management of markets. This was achieved through working with 9 provincial/district governments (National Capital District, Lae City, Mt Hagen, Goroka, Hela, Daru, Wewak, Vaimo, Alotau) to ensure safe market places including areas around the market such as bus stops. While progress varies across the different locations, during the consultations for the revision of the Informal Economy Policy, provincial government teams demonstrated awareness on the role of different departments in providing accessible and quality public services. For example, in Morobe, the Lae City Authority was working with private sector to put cameras in public places as a way of curbing violence against women and girls. The Informal Economy Policy revision shows government commitment in the design and delivery of safe and accessible public spaces.

#### OUTCOME XM-DAC-41146-PNG\_D\_3.4

### **SN Outcome 2.4 Violence Against Women and girls is prevented and quality essential services are available and accessible to survivors (Aligned to SP Output 11)**

During the reporting period, there was increased action against violence against women and girls through renewed commitment among community leaders including church, local and youth leaders, within UN Women project sites, to prevent VAWG as well as increased access to gender based violence services. UN Women in partnership with 32 partners 18 spotlight hub and 14 WPHF funded partners conducted awareness raising sessions on EVAW, respond to survivors of violence. The interventions increased community knowledge and understanding on the continuum of violence, the referral pathway and growing condemnation of violence at national, provincial, district and community level. Community leaders supported the establishment of community referral pathways, which gave survivors more accessible options for freely reporting cases of violence perpetrated against them. Male and youth champions and volunteers acted as watchdogs of violence in their communities, and also supporting survivors with knowledge on reporting. Survivors of violence reported feeling more confident to report violence against them or their family members. UN Women continued its support to safe houses in National Capital District,

Morobe, Enga, ENB, Eastern Highlands, Simbu, Jiwaka provinces wherein a total of 835 GBV survivors accessed safe shelter, food, sanitary items, repatriation and case management services. A total of 5,400 persons (F-3445, G-707, B-329, M-913, FLWD-6) facing multiple and intersceting forms of violence benefitted from counselling services either directly (face-face) through CSO partners or the I-Tok Kaunselin Helpline offered by partner ChildFund PNG.

#### OUTCOME XM-DAC-41146-PNG\_D\_4.2

### **SN Outcome 3.2: Women and youth are more resilient and promote peace (aligned to SP Output 13)**

During the reporting period UN Women through the Creating Condition for Peace in Hela and Southern Highlands and Sustainable, empowered women and youth with knowledge and skills on conflict resolution, peacebuilding and prevention of violence against women and girls. Women and youth developed confidence, survival skills to tackle conflict related violence and recover from conflict. UN Women engaged women and youth around 10 Learning Empowerment Programmes 5 Hela province and 5 Southern Highlands Province. Lyn, a former UN Women LEP Coordinator in Hela province stood out as a champion for peace when she visited 2 (Maragima and Hiri) mediate the conflict and rescued the women and children, bringing them to a safer place. In Bougainville, UN Women ensured that both the population in and out of Bougainville were informed and feel included in the process. At the community level, more women were given the opportunity to lead in various capacities. Merceline Kokiai, found peace after attending peace building trainings says “The peace building training has done a lot of changes within me. The way I see things, the way I approach issues, and the way I talk and interact with people changed. I used to be violent. I became more violent after seeing my brother being shot to death during the war in Bougainville. I swore to revenge on everyone who was involved. For many years, this did not take me anywhere. It only made me more bitter. When I attended the peace building training, I learnt to forgive, I started seeing things differently and reconciling with others. I found peace and moved on.” Merceline is one of the women peacebuilders in Bougainville.

#### OUTCOME XM-DAC-41146-PNG\_D\_4.3

### **Outcome 4.3 3 Women and girls in the highlands region in PNG affected by crisis, lead, participate in, and benefit from response and recovery, inclusive peace-building to reduce conflict and improve development (GYPI Highlands project goal)”**

During the reporting period UN Women enhanced Highlands region women's confidence, knowledge, understanding and participation in community mediation roles, peacebuilding initiatives. UN Women in partnership with Melanesian Institute trained 101 female participants from Southern Highlands Province (4 Learning Empowerment Programme (LEP) Centres-Kumin, Pimaga, Pombreal, and Semin) and 130 participants (inclusive of 5 male facilitators) from Hela province (Grassroots Peacebuilding Action Team (GPAT) and 5 LEP Centers - Koroba, Pureni, Komo, Walet, Hela) (Women Leaders, Councillors, female Magistrates, Church women leaders, Community Leaders, Peace Volunteers and emerging young women leaders). The trained women leaders initiated their rapid response mechanism through networking with other organizations (including Eastern Highlands Family Voice, Kafe Urban Settlers Women Association KUSWA), Voice for Change, Kirapim Sauten Highlands Association and Stretim Ples Foundation Inc). The women conducted awareness raising sessions on peacebuilding, conflict resolutions in Highlands province.

#### OUTCOME XM-DAC-41146-PNG\_O\_1

## **Effective normative, operational and coordination products, services and processes**

The CO has managed to maintain at least 30% of its programmes as joint programmes. UN Women is well positioned to provide technical assistance to the UNCT as evidenced through its leadership of the UNCT Swap Gender Score Card and technical coherence for the Spotlight Initiative. In phase 2, the Resident Coordinator transferred all staff previously working under the RCO to a programme management unit within UN Women. For its own delivery of programmes, the office has used a system of close follow up of actions between programme and operations staff using a weekly acceleration meeting which identifies and resolves bottlenecks timely. For donor reporting, the use of an outlook based reminder to reporting focal points has complemented the reminders sent through DAMS. The CO managed to submit all except one donor report on time. Quality of reporting has been a challenge due to staff and partner capacity gaps in results reporting. This will be an area for improvement in 2023.

### **OUTCOME XM-DAC-41146-PNG\_O\_2**

#### **Partners, and stakeholders are more engaged, able to coalesce and jointly deliver on advancing GEEW**

The CO's external engagements in the year was a mix of commemoration of international days, national dialogues between CSOs and government, and consultative meetings for the new UNSDCF and UN Women Strategic Note. These multiple efforts led to the significant results such as the establishment of a permanent Parliamentary committee on gender equality, women's empowerment and GBV. The following numbers were reached through the different activities: the IWD (about 500 women), CSO consultation for UNSDCF (36 participants) and Women's consultation for UNSDCF (46 participants) and the HIV GBV Technical Dialogue (100 participants) with the National AIDS Council Secretariat and partners. In these events, the convening role of UN Women on Gender Equality and Women's Empowerment was applauded.

### **OUTCOME XM-DAC-41146-PNG\_O\_3**

#### **Enhanced quality of programmes, through knowledge innovation, RBM and evaluation**

During the reporting period, staff and implementing partners enhanced their knowledge and understanding on RBM, monitoring evaluation and reporting through quarterly feedback meetings, trainings and inhouse coaching. After every reporting, staff and partners were reminded of results based reporting, and management. Fourteen civil society organization were trained on monitoring, evaluation and reporting. Thirty three CSO representatives (23 women and 10 men) attended the training workshop. More work is needed to bring the application of RBM among staff and partners.

### **OUTCOME XM-DAC-41146-PNG\_O\_4**

#### **Improved management of financial and human resources in pursuit of results**

Several success stories for GEWE and development results were achieved in 2022 with the improved management of financial and human resource, which is evidenced by overall 89% of Delivery in 2022 out of the total budget of USD 10.6 Million. Core delivery has been recorded at 99.98%. All noncore projects budget included cost recovery measures like DPMC and DPC that allowed project team to smoothly implement programs. Some of the management strategy adopted in 2022 including formulation and mobilisation of health and well being team to attend the needs in crisis and illness such as COVID-19 infection; preparation

of acceleration plan and periodic review of progress ; identification of challenges and addressing them as a holistic team of program and operations through Month-end closure meeting; refreshing and enhancing team building and collaboration through a regular coaching and training by external experts; encouraging and preparing for in house back up team for business continuity greatly contributed to achieve the results. In addition , timely payment of staff, consultants, vendors and other operational costs; provision of adequate ICT system, solar power and application of business continuity plan not only gave assurance to staff about their safety and security but also provided a gender responsive and conducive environment in giving continuation to the planned works despite various challenges and election year in PNG. Partners' training enhanced their capacity to implement and properly record expenditure. At times of staff turn over , high vacancy rate and acute gap, PNG management trained potential personnel and assigned as alternate buyers and program managers that enhanced continued business and also provided opportunities to learn. In addition to this, participatory approach taken by the office allowed all to express their creative ideas and learn from others which were complemented by a number of formal and informal, physical and virtual learning opportunities to staff on program and project management, procurement, security, finance and other relevant areas that were organised by the CO, RO and HQ. Implementation of procurement plan and effective management of consultants eventually contributed to achieve the program results.