National Public Service
Gender Equity and Social Inclusion Policy Implementation – PNG UPDATE

“Rise up, step up, speak up”
Background

• Women Experience Large Scale Inequality.

• Violence in Two Thirds of Families

• Health Department Figures Indicating 66% of women seeking help have been beaten
Background

50% of Women have had Forced Sex Inside and Outside Marriage

Half of Survivors of Sexual Assault Under 16

Prevalence of men’s Violence Study in 2008 with Men from Bougainville.

80% of men Admitted Perpetration of Physical and/or Sexual Violence.

Working with the Government of Papua New Guinea in the Prevention of Gender Based Violence Through Policy Development and Implementation
Background - Culture & Gender Inequality

“Culture” is Used As Justification for Violence
Background—GBV War Zones

“We are dealing with levels of gender violence normally only experienced in war zones.”

Médecins Sans Frontières (Doctors without Borders PNG) spokesperson responding to an enquiry from Mendi Magistrate and Male Advocate, John Kaumi- 2014.
Over 94 000 Employees

Women Represent 38% Of The Work Force

22% of Executive Management but only 7% of Department Head roles.

Women Making Up Less Leadership Roles

Women are Harassed And Discriminated Against.

GBV Endured by Women at Work and at Home

Frequently Transcending into the Workplace.
Approach - Policy and Mainstreaming

Establishment of Gender Community of Practice

Review of General Orders

Kirapim Wok GESI Campaign

Policy development.

Implementation
Methods-

- Focal Points (now paid)
- Provincial Pilot Program
- GESI Help Desks
- Male Advocates
Methods

Women In Leadership

Gender Sensitisation Package

Tool Kit

Monitoring and Evaluation.
Conclusion -

Bringing People Along Gender transformative training as a first priority

Issuing institutional authority instruments Important.

High Level Sponsorship and Leadership Essential
Conclusions -

Developing a number of coalitions valuable.

Diverse group of Contributors

Awareness Raising a Good Start

Men’s Agency Important
Conclusion

Safety and security of women should underpin the work.

A greater focus is also needed to give women encouragement, assurance and permission to progress to leadership.
“Things are finally shifting in Papua New Guinea! The PNG Government is leading the way on Policy development and Implementation. This work is not only positively influenced personal behaviours and attitudes but also changing institutional barriers that encourage, normalise and legitimize gender based violence.”