



# PNG UPDATE 2023

**Factors affecting female leaderships within  
the rural health care facilities in South  
Bougainville, AROB, PNG.**

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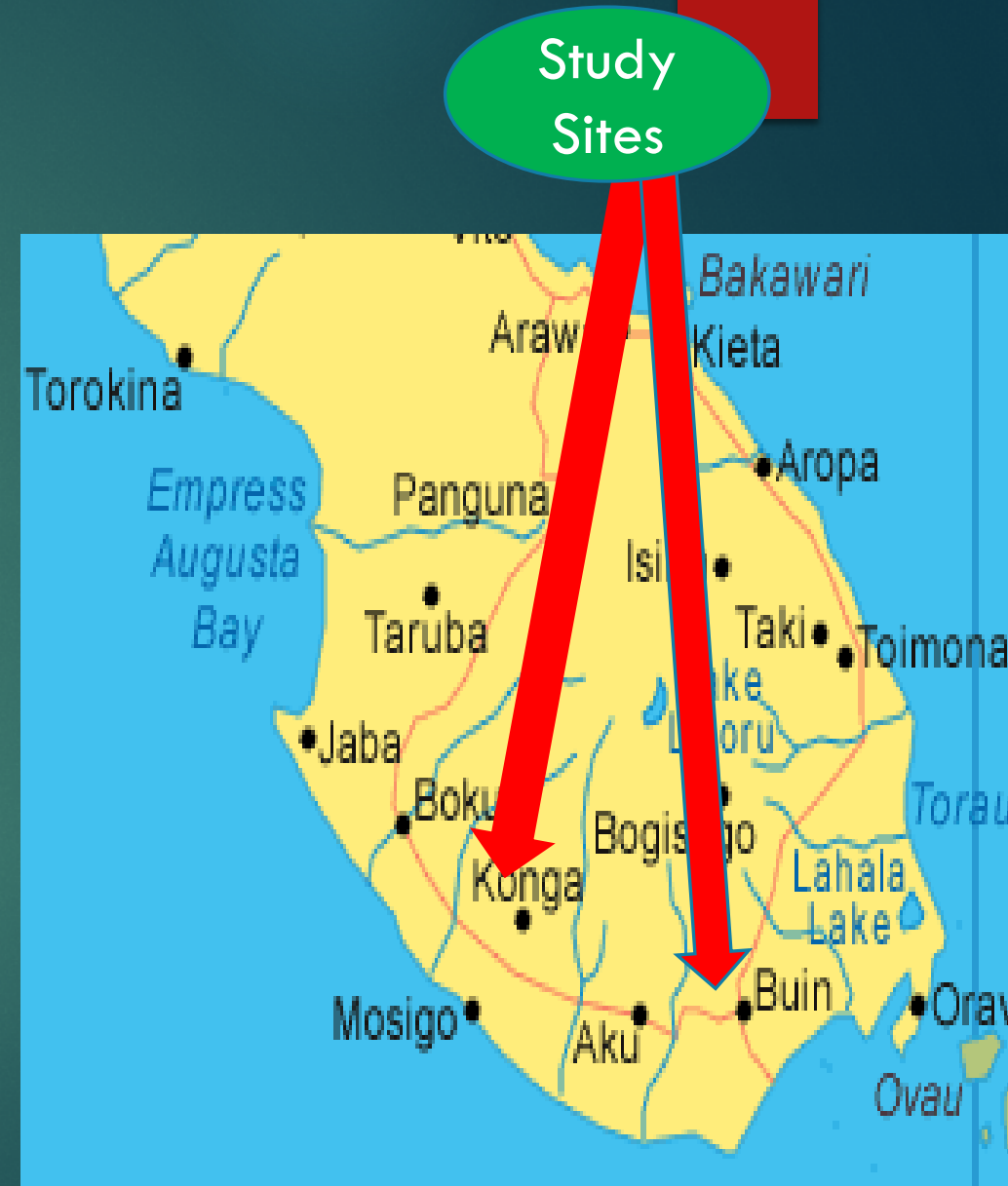
# Outline

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# Introduction

- Female executives refer to officers in charge, sisters in charge, unit managers, and chief executive officers in the health care facilities.
- According to Chin (2011) women are gradually moving forward in managing institutions, agencies and companies globally.
- Additionally, women contribute in effective decisions and policy developments which greatly address women's and children's health (Javadi et al., 2016).
- However, there are factors affecting female executives in the rural health care facilities.
- The study was conducted in 3 rural health facilities in Bougainville, Papua New Guinea.



# Literature Review

Benefits of  
women in  
leadership  
Javadi et al.  
(2016)  
Swati (2014)  
Spark et al.  
(2020)



Barriers to  
women in  
leadership  
Prideaux (2006)  
McNae and  
Vali (2015)



Women's'  
Position in  
matrilineal and  
patrilineal  
societies  
Koian (2010)

## Research gap:

Limited literatures on the factors affecting  
female executives within their health care  
facilities in Bougainville.



# Methodology

- Study design: Qualitative research
- Epistemological perspective: Gender studies theory (Gender Schema theory)
- Research methods: one-to-one interviews and focus group discussion
- Sample size: 18 (10 males & 8 females)
- Sampling method: non-probability purposive sampling
- Data analysis approach: Thematic approach
- Limitations: Time and Transport
- Ethics: Approval by FMHS Ethics Committee



# Findings & Discussions

**Theme: Factors affecting female leaders' performance in the rural health care facilities**



# 1. Cultural beliefs and practices

*“Some cultural barriers that affect the facilities are; our customs and beliefs. Like culturally, women are not allowed to get jobs that are belong to men. Women are meant to be under the men and not to override the men. Women are meant to be supporting the men only not taking positions for the men.” (MNEP 2)*

PNG as a diverse country attempt rapidly to the changing global environment which challenges the way communities defined leadership based on the local custom, traditions, values, and dissimilar governing systems (Prideaux, 2006).

## 2. Language barrier

*“Language is a barrier when it comes to managing facilities especially in a case where you are not belonging to that place because you will find it very difficult to communicate with the local communities and the staff as well” (MNEP 3)*

This is affirmed by Tulimiero et al. (2021) that language is a common barrier in most of the rural health facilities which making it difficult for effective provision of health services.



### 3. Marital Status

*“Being married depends on their marital stability that determines the consistency of their performance. Being a single female executive also depends on self-discipline in their social life. Having an unstable love relationship can have negative impact on the performance as female gender are mostly soft-hearted and can easily affect them emotionally. Being a female executive in a Patronal-dominated society can have a lot of resistance in certain decision-makings” (MEP4)*

The findings are confirmed by Subramaniam et al. (2014) stating that marital status has a relationship with the women leaders' career; married women have household responsibility while single and unmarried women leaders have their personal obligations plus their career.

## 4. Denomination

*“Religion or denomination affects female leaders’ performance in the health facility because sometimes, those who belong to the different denominations are posted to Catholic agency and so, it affects the overall performance because they do not know the teaching of Catholic church well” (MNEP 3)*

There are factors that affect women taking up leadership roles within the health sector in Papua New Guinea that include socio economic and socio cultural factors due to cultural beliefs like the way communities and societies are designed and also people’s attitudes toward women (Lamprell & Braithwaite, 2017). Thus, the PNG government has tried to integrate gender equality at all stages with the levels of policies, programs and projects.



# Conclusion

- ▶ The main factors affecting women leaders' performances are cultural beliefs and practices, language barrier, marital status, and denomination.
- ▶ Women are being affected by these factors in terms of their work performance.
- ▶ These factors haven't been addressed in the facilities and women are being suppressed.
- ▶ Despite of these factors, women in the rural health facilities are doing their bests in delivering the services in the rural health facilities.

# Recommendations

- Female leaders need supports to overcome these challenges faced.
- Female leaders should be supported by policy makers.
- Support services for female leaders should be established by the Bougainville government in each districts in the province.
- Counselling centers should be set up in the rural areas.



# Reference list

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Thank you all for listening

