

GENDER ACTION PLAN

for the

Sustainable Financing of Papua New Guinea's Protected Area Network

Report for UNDP

January 2021

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Photo Credit: Mrs Stephanie Tangole, November 2020

Focus Group Meeting at Ewase Locally Managed Marine Protected Area (LMMA)
West New Britain Province

Report for: UNDP: GEF6
Papua New Guinea

Date and version: 05/05/2021 Final

Acknowledgments

Appreciation is extended to the diverse set of stakeholders from across different sectors, including NGOs, and government departments who participated in discussions and offered valuable insights that have helped to inform this Gender Action Plan.

Appreciation goes to the GoPNG, UNDP and CEPA for commissioning this Gender Action Plan.

Sincere thanks go to the Project Management Team, especially Ted Mamu, as well as Patricia Kila and Elsie Simeon for their support and valued contributions.

Special thanks to Lydia Gah for her critical reading and helpful comments on the final draft of the Gender Action Plan.

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Glossary of Key Terms

- **Gender:** Gender refers to both women and men, not women alone. It refers to the social and cultural differences between women and men, girls, and boys. These differences determine what is expected, allowed, and valued by women and men, girls and boys in different cultures and contexts. Gender roles are learned through socialization processes; they are not fixed but are changeable. Gender systems are institutionalized through education systems, political and economic systems, legislation, and culture and traditions.
- **Gender Analysis:** Requires an understanding of how historical, demographic, institutional, cultural, socio-economic, and ecological factors affect relations between women and men of different groups, which partly determine forms of natural resource management.
- **Gender-based Violence:** Gender-based violence (GBV) is a product and manifestation of gender relations that inflicts harm disproportionately on those who identify as women and girls.
- **Gender Bias:** The tendency to make decisions or take actions based on preconceived notions of capability according to gender.
- **Gender Equality:** Gender equality is when the roles of women and men are valued equally. The definition has three aspects: equal opportunities, equal treatment, and equal entitlements. It is directly linked to human development (PNG National Policy for Women and Gender Equality 2011-2015). Gender equality means that the different behaviour, aspirations, and needs of men, women, and people of other gender identities are considered, valued, and favoured equally. It does not mean that all people become “the same”, but that the rights, responsibilities, and opportunities of individuals will not depend on their sex assigned at birth.
- **Gender Equity:** The process of allocating resources, programs, and decision making fairly to both males and females and addressing any imbalances in the benefits available to males and females. Gender equity is what we do to achieve gender equality.
- **Gender Mainstreaming:** Gender mainstreaming is an approach to achieve gender equality. It requires attention to gender perspectives as an integral part of all activities across all programs. This involves making gender perspectives (what women and men do and the resources and decision-making processes they have access to) more central to all policy development, research, advocacy, development, and implementation.
- **Gender Norms:** The informal rules and shared social expectations that distinguish expected behavior on the basis of gender. Restrictive gender norms are those that permit only a narrow range of gender expressions and/or behaviours as acceptable. Individuals who do not conform to prevailing gender norms may experience sanctions.
- **Gender Power:** Power is understood to be the capacity to make decisions. All relationships are affected by the exercising of power. When used to dominate, power imposes obligations on, restricts, prohibits, and makes decisions about, the lives of others (PNG National Strategy to Prevent and Respond to Gender Based Violence 2016-2025).

1. Background to the Gender Action Plan and Monitoring Report

The Sustainable Finance of Papua New Guinea's Protected Area Network Project (Project), prepared by UNDP as the GEF Agency (UNDP GEF6), in close collaboration with the Papua New Guinea (PNG) Government through the Conservation and Environment Protection Authority (CEPA), has specific goals to increase:

1. Net income from revenue-generating activities in the targeted individual protected areas¹;
2. The number of individuals [approx. 50% of whom are women] living in rural villages in and around Protected Areas (PAs) who directly benefit from the Biodiversity Trust Fund² exceeds a cumulative total of 1,000.

The duration of the Project is seven years (2018-2025). The Gender Action Plan will help to ensure the Project:

- Does not reproduce discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits.
- Addresses women's concerns raised during the stakeholder engagement process.
- Enhances women's decision-making capacity regarding natural resource use and governance.
- Promotes the equal participation of women and men in decision making; supports women and girls so they can fully exercise their rights; and reduces the gap between women's and men's access to and control of resources and the benefits of the development process.

The Gender Action Plan (GAP) aims to work towards gender equality as a social reality, creating space for everyone within PNG protected area communities to contribute to a shared vision of sustainable human development and translating this into reality so that the natural resources and environment can be used for the collective benefit of all and be sustained for the benefit of future generations. The GAP will have a specific role in bringing inter-related programs together to maximize collaboration and leverage greater results. The GAP will, wherever possible, use the services and facilities of existing local organizations to support the local community and people living in the vicinity of the protected areas, reimbursing the costs of NGOs in the direct implementation of activities that fall directly within the ambit of the project outputs. The GAP will seek to build the capacities of women, youth, and marginalised groups to enable them to actively participate in project activities. Such change processes require strong civil society support in the bottom-up organizing and planning phases, but it will also require critical government services reaching the communities. To address high levels of male dominance and Gender Based Violence (GBV) with protected area communities, the GAP will include concrete efforts to eliminate and prevent GBV by involving community youth leaders (m/f), who will be trained and guided in the process of becoming agents of change through culturally appropriate programs, and their understanding of the National Goals and Principles embedded in the PNG constitution, as well as the UNDP Sustainable Development Goals, particularly SDG 5 Gender Equality.

¹ Net income in targeted pilot site to exceed US\$100,000 per annum by End of Project (EOP).

² Once established and operationalised.

2. Programming for Gender Equality

The Gender Action Plan identifies a Theory of Change (TOC), Program Theory, and a strongly participatory Implementation Framework designed to pro-actively engage women, youth and marginalised groups in the choice, design, and management of project activities in their protected areas while at the same time recognising limitations some may have and ensuring that all efforts are made for their transition and effective and direct participation. Most significantly the GAP adopts a ‘do no harm’ approach to limit the risk of violence. A key challenge is to ensure that women and vulnerable groups in the protected areas are not further disadvantaged by conservation initiatives that place an additional burden on their time, do not adequately reward them for their labor, create community tensions or conflicts, and generate new forms of gendered (and age) inequalities.

Generating inclusive governance models, and novel arrangements that facilitate new insights and knowledge, while bringing improvements to social life and contributing to fair benefit-sharing, requires that the voices of women and youth, and other marginalised groups are represented in natural resource management systems and processes.³ Women may not receive the benefits of the Project activities if their concerns are not considered during the design and implementation of the Project activities. It remains the responsibility of all levels of government (National, Provincial and LLG) to provide services and access to health, education, infrastructure, water and sanitation, and other social welfare provisions to enable women and marginalised groups to be able to participate in project activities according to their capabilities.

The impacts proposed in the GAP target gender equality and transformative agency, in accordance with the Project’s Overarching Principle 2 – that women will comprise at least 65% of the beneficiaries of all Project Activities. The GAP is in accord with the national gender policy and legislative architecture, specifically the National Policy for Women and Gender Equality, the Strategic Plan 2010-2030, the Medium-Term Development Plan III 2019-2022, Vision 2050, as well as relevant national legislation and national policies for economic and social development, including:

- Revised Pacific Platform for Action on Advancement of Women and Gender Equality 2004
- Pacific Leaders’ Gender Equality Declaration 2012
- The National Strategy to Prevent and Respond to Gender Based Violence 2016–2025
- The Sorcery and Witchcraft Accusation Related Violence National Action Plan
- The National Small and Medium Enterprise Policy
- The National Health Plan and Population Policy
- The National Research Agenda 2015–2025
- The National Policy on Disability 2015–2025
- PNG Policy for Integrated Community Development 2019–2028

The GAP will contribute to meeting the key objectives of the PNG Constitution, as well as the UN Sustainable Development Goal (SDG) 5: *Gender equality*; by supporting women to take leading roles in

³ Moreover, it will not be possible to implement Free Prior Informed Consent if women are not included in decision-making processes.

the management of the protected areas, resulting from empowerment strategies, and addressing/preventing levels of GBV. By contributing to gender equality, the GAP will also make contributions to meeting Sustainable Development Goal 1 *Ending poverty*: and will work in a number of ways to empower women and vulnerable groups to reduce poverty and improve their wellbeing in protected area communities.

While a multi-stakeholder approach to protected area management involves developing and maintaining strong relationships, both with government agencies and non-governmental actors, gender mainstreaming without real funding and genuine support is essentially just a 'tick in the box' to demonstrate political commitment to gender. Unless gender mainstreaming is included in all areas of conservation management and planning, including livelihood activities, decision-making will continue to be dominated by men.

2.1 Constraints to effectiveness

The intersecting issues of distance, multiple equity factors and competing responsibilities for women, are compounded with many constraints associated with the particularly challenging operating environment in Papua New Guinea. These logistics, transport, communications, safety and security, access to services, weak governance, and lack of markets for rural communities. A long-term strategy that can contribute to real equality for women, is for policymakers to take account of women's interests in 'hard' policy areas such as economic growth, urban development, transport networks, infrastructures and technology, where gender impact has traditionally received little attention. The GAP's reliance on project funding in the initial phases of its implementation means that an unstable or uncertain funding environment can affect programs, cutting them short before benefits have been fully realized. Other constraints particularly related to gender relations and power structures include the high degree of control maintained by men over women's participation in development activities, strong cultural barriers to women's participation in the public arena, difficulties in ensuring that women's priorities are reflected in community decisions, and the prevalence and impact of gender-based violence. To minimize the potential barriers to women's participation, the GAP implementation plan includes specific gender design features and participatory processes to help effect strategic changes in gender relations.

To effect strategic changes in gender relations, we need to go further back in preparing women to take charge of what they are to do as women leaders. The beginning of that journey lies in knowledge, upskilling of women not only in all aspects of environment conservation and their part in it, but more so equipping them emotionally, and mentally. True empowerment begins with capacity building, in women's mental health, personal development in areas of self-worth and self-belief. The GAP must encompass pathways for women and marginalized groups to take part in activities in capacity building, to ultimately, ensure confidence in gaining relevant knowledge and skills and gain a sense of their value and their standing in their cultures as well as their respective villages and communities at large. At the end of this journey, they will be more empowered and in a better position to participate effectively in decision-making roles, and in performing their roles in leadership etc. Restoring confidence, gaining knowledge and skills and ensuring better understanding of themselves as women, daughters, mothers, etc in their group, community and household are effective ways in empowering women who have had limited opportunities to be involved in decision-making, nor given leadership roles.

2.2 Financial & Organizational Support for Mainstreaming Gender Equality

Gender-responsive conservation policies and programs are those that seek to contribute to the equal participation and opportunities for women, men, and marginalised groups, while fully considering the lived reality of rural communities, their customs, and their resource management practices.

Achieving gender equality and women’s empowerment outcomes requires robust, sustained financing (OECD 2020)⁴. A lack of financial resources for implementation is often a major obstacle to gender mainstreaming. Therefore, gender budgeting is a strategy and a process with the long-term aim of achieving gender equality goals. Effective implementation of gender budgeting has the potential to improve gender equality, ensure effective implementation and impact, and contribute to the sustainability of gender initiatives.

Gender budgeting must engage with the mainstream budgeting and governance agenda, not focus narrowly on merely adding gender to other systems but improving women and marginalised people’s organizational capacity and decision-making, via access to a dedicated funding stream. In the absence of a dedicated funding stream for women in Papua New Guinea’s Protected Area network, it would be expected that the existing gender power imbalance would persist due to unequal distribution of benefits from the financing of protected areas, ensuring that the capacities and governance systems of the key stakeholders, including women’s groups, will remain low in their ability to contribute to decision-making processes for sustainable livelihoods– thereby leading to the further decline of the Protected Area system as a whole – which, in and of itself, could lead to further degradation of the natural resources and integrity of ecosystems.

Therefore, the first recommendation of the GAP is a dedicated gender finance stream that will allow women and marginalised groups to apply for small grants and micro-loans, facilitate collaborative projects with partners, address structural barriers and challenge the discriminatory social norms, attitudes and practices that deny women and girls rights and equal opportunities. Addressing gender inequalities through a dedicated gender funding stream will allow initiatives to be pursued that accelerate structural transformations for gender equality and address the multiple and intersecting forms of discrimination for women and girls. Gender funding includes rules and conditions that guarantee access to, and control over funding received for activities planned by women and other marginalised groups, including young people.

2.2.1 Protected Area Women’s Association (PAWA): Mama and Daughter/Sister Groups

To overcome the inherent male bias in gender bias in the decision-making structures that exist in many of the communities, it is imperative that 65% of the grants are transferred to women, (ESMF 2021, p.8).

Proportional funding from the Biodiversity Fund could be channeled through a Protected Area Women’s Association (PAWA) Mama Group” (listed as a Recipient Organization / Beneficiary in the Biodiversity Fund Architecture). The framework would work similarly to Mama Graun Conservation Trust Fund (MGCTF) and be overseen by the Project Board for the Sustainable Financing of PNGs

⁴ <https://www.oecd.org/development/gender-development/Aid-Focussed-on-Gender-Equality-and-Women-s-Empowerment-2020.pdf>

Protected Area.⁵ Members of the PAWA Mama Group could include PAWA representatives from each of the provinces and would also be drawn from the Biodiversity Fund Steering Committee and Advisory Board to ensure the issues of marginalized groups are fully represented in the Fund's Strategic Plan. (Note) A special group comprised of women in protected areas could form their own nucleus group.

There are four strategic areas for action that can be overseen by the proposed PAWA Mama Group:

1. Mechanisms to promote the advancement of women in protected area communities.
2. Advancing women's legal and human rights in protected area communities.
3. Women's access to services and economic empowerment of women in protected area communities.
4. National and subnational coordination of gender mainstreaming funding.

The establishment of a Protected Area Women's Association (PAWA) involving women, youth, and disadvantaged groups would enable the coordination of expertise and knowledge-sharing, including the provision of Gender Equality, Disability⁶, and Social Inclusion (GEDSI) resources, and would serve as an anchor for gender inclusive economic empowerment activities within the conservation sites.

The concept of a PAWA Network is based upon the premise that to effectively influence entrenched gendered power structures, women need alternative sources of power. Power can be defined as the degree of control over material, human, intellectual, and financial resources exercised by different sections of society. Expressions and forms of power can range from domination and resistance to collaboration and transformation.

The control of different kinds of resources provides sources of individual and social power. An integrated women's protected area network with dedicated funding can contribute a shift towards more equitable sharing of control over community resources and decision-making.

The proposition of coordinated and networked PAWA (Protected Area Women's Association) Groups acknowledges that building social and economic power is a vital and continual part of gender equality.

Moreover:

- Establishing an integrated (and financially supported) PAWA network to enhance women's recognition, representation, and collaboration would ensure that gender considerations do not become mere add-ons to project implementation. An integrated women's PAWA network with dedicated funding can contribute a societal shift towards more equal distribution of control over power, and thus contribute to more equitable sharing of control of community resources and decision-making.

⁵ If such an entity is established, it should as much as possible avoid political interference.

⁶ PAWA Groups are to include women with disabilities (WWD) and to join the national Women with Disability Network (WWDN) to support advocacy for gender and disability issues.

- The PAWA daughter/sister groups would share knowledge and resources, and identify, design, implement and monitor pilot projects that will improve capacities, livelihoods, and social well-being, and demonstrably lead to improved social and environmental conditions throughout the PA network.

This coordinated approach to support gender-and age transformative action provides a framework for the *social weaving of support networks and shared knowledge* and will supplement PNG's "national machinery for women", which has been significantly constrained due to a range of factors including:

- lack of adequate budgets to fulfil its mandate, which in turn has led to weaknesses in capacity.
- absence of an effective coordination mechanism policy level to ensure that national gender strategies and policies are implemented and monitored (World Bank 2012, p.112).

Women in provincial PAWA groups may seek to join women's national networks such as 'Advancing PNG: Women Leaders Network' (APNG: WLN)⁷ and the national Women with Disability Network (WWDN). Networking and co-learning between women's groups can move the agenda of women's economic and political empowerment forward and achieve greater levels of impact. An integrated network of women's groups can pool resources to capture the economic benefits (and opportunities) of expanding PA networks and develop associated revenue streams.

2.2.2 Protected Area Women's Enterprise Network (PAWEN): Online Learning Lab

It is further recommended that an online digital portal such as a 'Protected Area Women's Enterprise Network' (PAWEN), be established to share information and resources. PAWEN membership would be subject to approval by a reference group comprised of a diverse range of PNG women, advisers and mentors from universities, intergovernmental organisations, legal rights groups, women's leadership groups, environmental NGOs, social organisations, and think-tanks. In addition to becoming an online repository for a curated set of resources and toolkits for women and disability groups in PA communities, PAWEN would function as a Learning Lab for local communities in the PA network, providing information on gender equality indicators, and strategies for mainstreaming gender in projects and programs.

PAWEN could function with a similar objective to the Toksave Pacific Gender Resource⁸, which aims to address gender inequality in the Pacific by ensuring quality Pacific research and knowledge is discoverable and accessible. The Learning Lab component would complement activities in the GAP, through the approach of Collaborating, Learning, and Adapting (CLA), which involves a set of tools to make learning more effective. In the longer term, the PAWEN Learning Lab could become a repository for videos, blogs and creative works promoting best practice models and methods for the social organization of inclusive livelihoods in PNG's PA communities. National and subnational benefits would include outcomes that promote gender mainstreaming throughout the PA network.

⁷ APNG: WLN has members from 15 provinces (including 65 women leaders) as well as a resource hub program for its members.

⁸⁸ [About Toksave – Toksave \(toksavepacificgender.net\)](http://About Toksave – Toksave (toksavepacificgender.net))

3. Theory of Change

Vision

Women, men, youth, and vulnerable groups are all involved in their community's decision-making processes. Together they drive the process and achieve changes that benefit all.

The Theory of Change proposes that: *(i) if a network of empowered, diverse and informed women and youth leaders is strengthened and capacitated in protected areas; (ii) if protected area frameworks address the social and structural factors preventing gender balance in community activities and decision-making; (iii) if women and marginalised groups feel confident, skilled, safe, and supported in their communities, (iv) then they will have greater social agency to become more involved in planning and management, and the sustainability of protected area livelihoods will be strengthened.*

Across this theory of change, there are three overarching conditions that must be addressed. They are:

- I. All initiatives must work in partnership with local people, ward development groups, churches, and community organisations, and ensure that community and/or organizational leaders have a shared understanding of project objectives, roles, and responsibilities.
- II. Attention to do-no-harm principles. Papua New Guinea suffers from high rates of gender-based violence in both the public and private domains. Challenging social norms that privilege male power can risk retaliation and backlash towards women. The gender-based power difference and notably the wide-spread prevalence of gender-based violence is acknowledged as a potential structural hindrance in the effective design and sustainable implementation of the GAP.
- III. Coordination within the PA network to draw together related programs and share lessons learned.

The Theory of Change aims to move towards gender-and age-transformative action that supports the most vulnerable and contributes to strengthened social protection systems that are more effective, sustainable, gender responsive, and build resilience to the PNG protected area network.

End-of-Project outcomes are:

- ✓ *Outcome 1:* Strengthened inclusive participatory processes that reach and effectively cover in-need populations and effect change at the practice level.
- ✓ *Outcome 2:* Gender-responsive initiatives which lay the foundations for sustainable livelihoods that benefit the most vulnerable.
- ✓ *Outcome 3:* Community youth (male and female) recognised as effective change-agents to address Gender Based Violence at the local level through strong community messaging and educational and training programs aimed at effecting positive behaviour change and respectful relationships.

4.1 Priority Areas to support the ToC

The GAP is informed by a processual approach that focuses on empowering those marginalised and without equal voice and social authority to develop the agency and capacity to make decisions over their lives and participate in the sustainable development of their communities.

The GAP seeks to implement context-specific actions in protected area communities that will contribute to increasing levels of women's participation and leadership in public life, strengthen women's support networks, and address violence against women, girls, and disadvantaged groups. There are a number of key assumptions that are associated with the achievement of outcomes, and these are outlined in the Program Theory.

Women and youth empowerment and gender programs are already operating in Papua New Guinea (See Annex A); therefore, the GAP seeks to complement and collaborate with these programs and initiatives so that the collective efforts of development and conservation partners combines to aggregate towards real, sustainable, transformational change. Developing a framework for recognition, representation, and collaboration is critical to ensure that gender considerations do not become mere add-ons to project implementation.

To overcome the multidimensional barriers to equal participation and decision-making through the achievement of specific activities and outcomes, the GAP is underpinned by a carefully designed mix of participatory processes, community engagement, livelihood and leadership skills, and training.

The GAP embraces five core guiding principles:

- I. Prioritizes gender-equality and social inclusion - designed to proactively integrate gender mainstreaming actions and disability inclusion, in line with a Do No Harm approach.
- II. Learning and knowledge exchange - promoting a culture of learning around the social organisation of inclusive livelihoods to assist communities to respond to social and environmental change and increase social inclusion through community projects committed to social justice, health, and wellbeing.
- III. Fit for context – emphasis on providing contextually and culturally informed activities that lead to the effective management and governance of protected areas.
- IV. Responsive and adaptive – support that responds to different community needs and requests, recognising different starting points, community assets, and priorities.
- V. Sustainability - emphasis on supporting locally led initiatives, building collaborative partnerships and strengthening existing local capacities to ensure sustainability and self-determining outcomes.

The GAP framework involves three priority focus areas. The three components will be mutually reinforcing and will collectively contribute to improving gender equality while aiming to build resilience

through social development and overall poverty reduction. By focusing on three key priority action areas as the signature strategy to underpin what may be regarded as the Social Organization of Inclusive Livelihoods (SOIL) in Protected Areas, the GAP aims to deliver practical benefits to women and facilitate strategic changes in gender relations through a holistic, integrated approach, with supported activities.

The three priority action areas are:

1. Women in Learning Landscapes (WILL)
2. Women in Social Enterprise (WISE)
3. Women and Youth (WAY)

Together, they aim for substantial contributions to participatory frameworks for inclusive and sustainable livelihoods in protected area communities.

4.1.1 Priority Area 1: Women in Learning Landscapes (WILL)

This priority area treats the Protected Area (PA) landscape as a social learning network (web, community, tapestry) which acknowledges the valuable knowledge and experience that women hold in the community. It recognises that knowledge is exchanged and co-created – and the provision of social learning opportunities will allow women and other community groups to develop or adapt strategies in a collaboration of knowledge exchange and mutual learning. The development of ‘Community of Practice’⁹ (CoP) groups in the inception phase (year one) will enable marginalized groups to gain a sense of confidence and agency. Such opportunities will value and showcase the practical experience and expertise of women, elders, and others whose voices are often marginalised in community decision-making processes. Men will be included in social learning activities, and their support for women’s participation will signify an important positive change. New roles for women as knowledge brokers in the community can contribute to changing gender relations. Often these interventions lead to other strategic results, such as increased access to political representatives, expanded social and economic networks, increased access to government services beyond the life of the project, greater decision-making power in the community, and enhanced self-esteem and self-confidence.

Learning to make a difference is intertwined with practice, where social learning reveals the value it creates through action. Women and youth will engage in social learning through participatory action research (PAR) and participatory action planning (PAP). Incorporating PAR and PAP as a technique/ methodology for inclusive community engagement can assist women and youth to develop knowledge

⁹The work on Communities of Practice (CoP) was initially inspired by anthropologist Jean Lave, and extensively developed by Etienne Wenger-Trayner and Beverley Wenger-Trayner. See also *Learning to Make a Difference: Value Creation in Social Learning Spaces* (2020) by Etienne Wenger-Trayner and Beverley Wenger-Trayner.

and practical skills to address issues in their communities. PAR and PAP activities are based on three key actions: 1) building women's engagement in participatory action research and planning through social learning, 2) strengthening women's experiential learning and social networks and 3) developing women's leadership capacities.

4.1.2 Priority Area 2: Women's Initiatives for Social Empowerment (WISE)

Women's initiatives for social empowerment (WISE) positions women as equal partners in the advancement of their communities. This will require partnerships with a range of organisations and partners to provide skills-based training and resources that assist women and youth to engage in economic empowerment through social enterprise initiatives that embrace a Do No Harm approach (e.g. family business model). Social enterprise initiatives may involve for example, the use of bioresources for specific application-oriented purposes such as agri- or aquaculture, or developing value chains for local resources, and will contribute social and environmental benefit, alongside economic income. Funding partnerships and collaborations (e.g. with government, NGOs or other external providers), as well as micro-credit and small grants will be necessary to drive gender-inclusive projects that are sustainable, achievable, benefit the whole community, and contribute significantly to the wellbeing of women, youth, and marginalised groups.

Skills and training must also be provided in digital technologies. Technology (digital platforms, mobile phones and digital financial services) can greatly contribute to women and youth empowerment by helping to overcome mobility constraints, access relevant information and new communication channels, conduct online banking, and access knowledge and general information. Training women and youth in new technologies and digital literacy is fundamental for social empowerment. Digital skills not only assist women and marginalised groups economic, social, and political interests, but can contribute to their physical and psychological safety. Social media and online communications can also be powerful tools to make women's voices heard.

4.1.3 Priority Area 3: Changing the Narrative: Women and Youth (WAY)

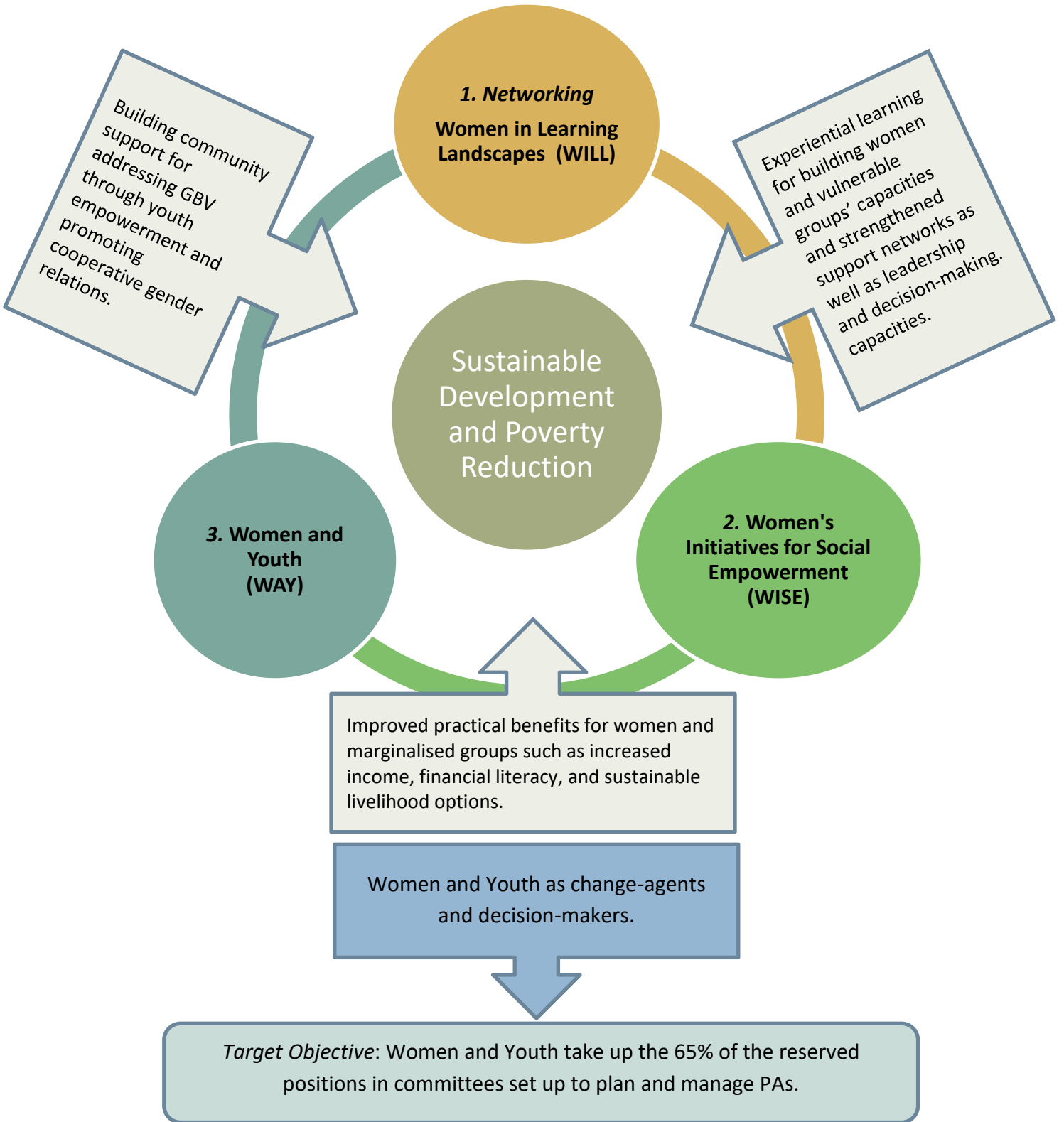
The third priority area, Women and Youth (WAY) focuses on community messaging on the negative effects of discriminatory and harmful practices that prevent women becoming effective partners in sustainable development. WAY seeks to develop strategies and partnerships to strengthen community commitment to address social inequality and gender-based violence (GBV) through a mix of emotional, practical, and intellectual engagement. The social change approach will be assisted by awareness processes that are participative and inclusive (reaching out to men and women, political parties, churches, women's groups, families, and male relatives and clan group/ LLG leaders to change perceptions around women's leadership roles). Programs and partnerships focusing on changing the perception that increasing gender equality does not curtail men's agency should be coupled with positive messaging that the whole community stands to gain from improved economic and social well-

being of all household members as partners in PA management. In addition to developing community messaging on the positive relationship between improving gender equality for household benefit and sustainable development outcomes in PA communities, it is important to identify local male champions who have initiated interventions to protect those that are vulnerable, as well as involving male leaders and family members to support women's leadership. This should be coupled with training and mentoring for community youth to help change embedded social attitudes around gender roles and norms.

Young people's aspirations and ambitions vary in relation to their own levels of education, opportunities for (self) employment, proximity to urban areas and related transport, and strength of their cultural ties to the community. An active role by young people with dreams and aspirations that often differ from the traditional elder male dominance, is likely to enhance a positive social change process. If adequately guided and trained, young women and men can help reduce physical and gender-based violence and thereby contribute to a more sustainable and cooperative community life. Once stronger organized, vocal, and actively involved in programs to address GBV, young men and women will also be better equipped to address other issues of gender inequalities such as sexual violence. To transform the social position of youth in the community to a positive role of engagement and action, young men and women will be trained as community educators and workshop facilitators.

Training for young men must be in-depth in engaging them about their understanding of Gender and what it means to them. It is when their perspectives are heard, and they are involved in practice that they develop a sense of ownership of their thoughts and ideas, and therefore their positive actions. Through the GAP, we are not only seeking young men's participation, but their understanding of the importance of Gender social structures. If guided well, with respect and encouragement, young men can become effective agents of change with and alongside their counter-part young women.

Figure 1: Key Priority Areas for Capacity Building



5. Program Theory: Outcomes, Outputs, Indicators and Assumptions

OUTPUT 1: WOMEN IN LEARNING LANDSCAPES (WILL)

OUTCOME 1: Strengthened gender-inclusive participatory processes that reach and effectively empower in-need populations.

ACTION 1.1: Participatory Action Research and Planning

Women, young people, and representatives of social groups will form Communities of Practice (CoP) groups consisting of 20-30 volunteers to be involved in learning and planning for inclusive PA communities. Community practitioner groups from village clusters will engage in participatory learning workshops and implement and monitor activities. Local NGOs, ward leaders, church and community groups will play an important role through close partnership and collaboration. CoP groups will be involved in deciding how the plans will be achieved, who has responsibility for implementing activities, how the outcomes change, and impact will be measured.

ACTION 1.2: Experiential Learning is integral to participatory community development because it builds from community members' own experiences in their local contexts, addressing their concerns in ways that they determine to be appropriate. Rather than a focus on outcomes and content, this approach focuses on the processes of thinking and learning. It also embraces the webs of connection in PNG society, from the microcosm of the immediate family, extending out to the clan and community, and beyond to the broader structures of society and culture. Supporting and extending the networks of social and professional relationships for women and youth will help to build support, confidence, and leadership.

ACTION 1.3: Develop Women and Youth Leadership capacities to address complex social and environmental challenges. Women and youth will receive training in a range of skills that will enable them to participate more effectively in protected area management, planning and monitoring. With appropriate training and mentoring, women and youth will be able to plan, lead and report on social initiatives and programs.

Indicator 1: By 2025, PA management committees comprise at least 65% women and youth.

Assumption 1.1: *Women, youth and marginalized groups are encouraged and capacitated to take up PAR and PAP activities and provided with cross-learning opportunities that will contribute to the sustainable management (planning, implementation, oversight) and sustainability of PAs.*

Assumption 1.2: *Cross-learning experiential activities will be funding and supported.*

Assumption 1.3: *Women will be resourced and supported to take up technical skills and men will share the domestic work to give women time to undertake skills training.*

OUTPUT 2: WOMEN'S INITIATIVES FOR SOCIAL-EMPOWERMENT (WISE)

OUTCOME 2: Gender-responsive initiatives lay the foundations for sustainable livelihoods that benefit the PA Community, including the most vulnerable.

ACTION 2.1: Participatory Community Development. Women, youth, and disability groups to develop a community plan for addressing the social needs of the most marginalised – this includes identifying the people within government, communities and NGOs/CBOs who can support their efforts. This will place a focus on the value of working together and involve community decision-makers in programs to increase recognition of the importance of sharing workloads between husbands and wives, encourage joint decision-making, and facilitate discussion on future business models that empower women and households and build community capacity.

ACTION 2.2: Social Enterprise /Skills Development. Facilitate and support the establishment of community-based social enterprises (including village cooperatives) that are fit for context and redistribute wealth and social benefits to household and family groups. Women, youth, and disability groups are to be encouraged and supported to develop economic activities that generate income for sustainable PA communities and support family wellbeing, while also benefiting social development. To be truly effective and transformative, social enterprises must be locally owned and create opportunities for people experiencing disadvantage. Funding support is need for community groups to research and develop social enterprises that strengthen gender-inclusive participation of women and compliment PA objectives, and can be replicated or expanded for greater social, environmental, and economic benefits.

ACTION 2.3: Partnership Support for Social Enterprise. Build working partnerships with funding agencies/institutions/donors to support an entrepreneurial ecosystem (providing knowledge, training and investment capita including small grants and loans) for women in PA areas. Different programs of capacity development to address the diverse needs of women, youth, age, and disadvantaged groups to be coordinated through a Women's Resource hub located at District Community Centres (DCCs). The most interesting and innovative projects should be showcased at forums and conferences to highlight community approaches to improving gender equity and social inclusion.

Indicator 2: At least 50% of women participation in decision-making and involvement in community livelihood activities by 2025. Development models become more responsive to the needs of women, youth, and marginalized groups. Youth and disability groups represented in livelihood decisions.

***Assumption 2.1:** Social enterprise development will involve and gain the support of males and community leaders for the activities to be undertaken to benefit the whole community. Women, youth, and marginalized groups are perceived and supported as equally legitimate partners as men in decision making and livelihood activities and feel safe and supported in their communities.*

***Assumption 2.2:** Women and young people and marginalized groups are fully supported and resourced to take up active roles in developing social enterprises that contribute to the sustainability of PA communities. Women receive assistance*

***Assumption 2.3:** Programs for women's economic capacity building will incorporate family approaches to business training and promote the benefits of gender equality for sustainable development outcomes.*

OUTPUT 3: CHANGING NARRATIVES ABOUT WOMEN AND YOUTH (WAY)

OUTCOME 3: Community messaging and youth (male and female) as change-agents to promote gender equality and address GBV.

ACTION 3.1: Preventing GBV. Facilitate social support to address GBV. Disseminate clear messaging around national laws and policies on gender equality through LLG Women's Reps (eg; Family Protection act, Gender Equity and Social Inclusion Policy). Engage youth leaders as allies for change to address GBV and create a youth for change group in their community. Introduce youth empowerment programs for young men and women and provide training and education on conflict management and addressing GBV in the community. An active role by young people, male and female, with dreams and aspirations that often differ from the traditional elder male dominance, may enhance a positive social change process. If adequately guided and trained, young men and women can help to reduce physical and sexual violence in their community, as well as develop leadership skills in mentoring and counselling.

ACTION 3.2: Gender Awareness Education. Address the socialisation process in the construction of gender inequalities by developing appropriate messaging to bring about changed attitudes to gender equality, including endorsing the critical role women play in ensuring families and communities prosper. The behavior change approach is to be facilitated through awareness processes that are participative and inclusive (reaching out to men and women, churches, women's groups, families, male relatives, and clan leaders). Participatory process will encourage men, youth, and women together, to understand and challenge discriminatory processes that drive gender inequalities in their community. Concrete actions will include the preparation and distribution of community educational materials and awareness activities about the negative impacts of GBV on family and community wellbeing.

Action 3.3 Gender Mainstreaming. Community strategies for addressing GBV and mainstreaming gender equality are promoted at national forums and PA conferences. Embrace media in innovative ways to disseminate gender mainstreaming messaging in formats that have a greater impact. Provide cross-learning opportunities throughout the PA network for youth groups working with communities to address GBV and integrate them into broader support groups.

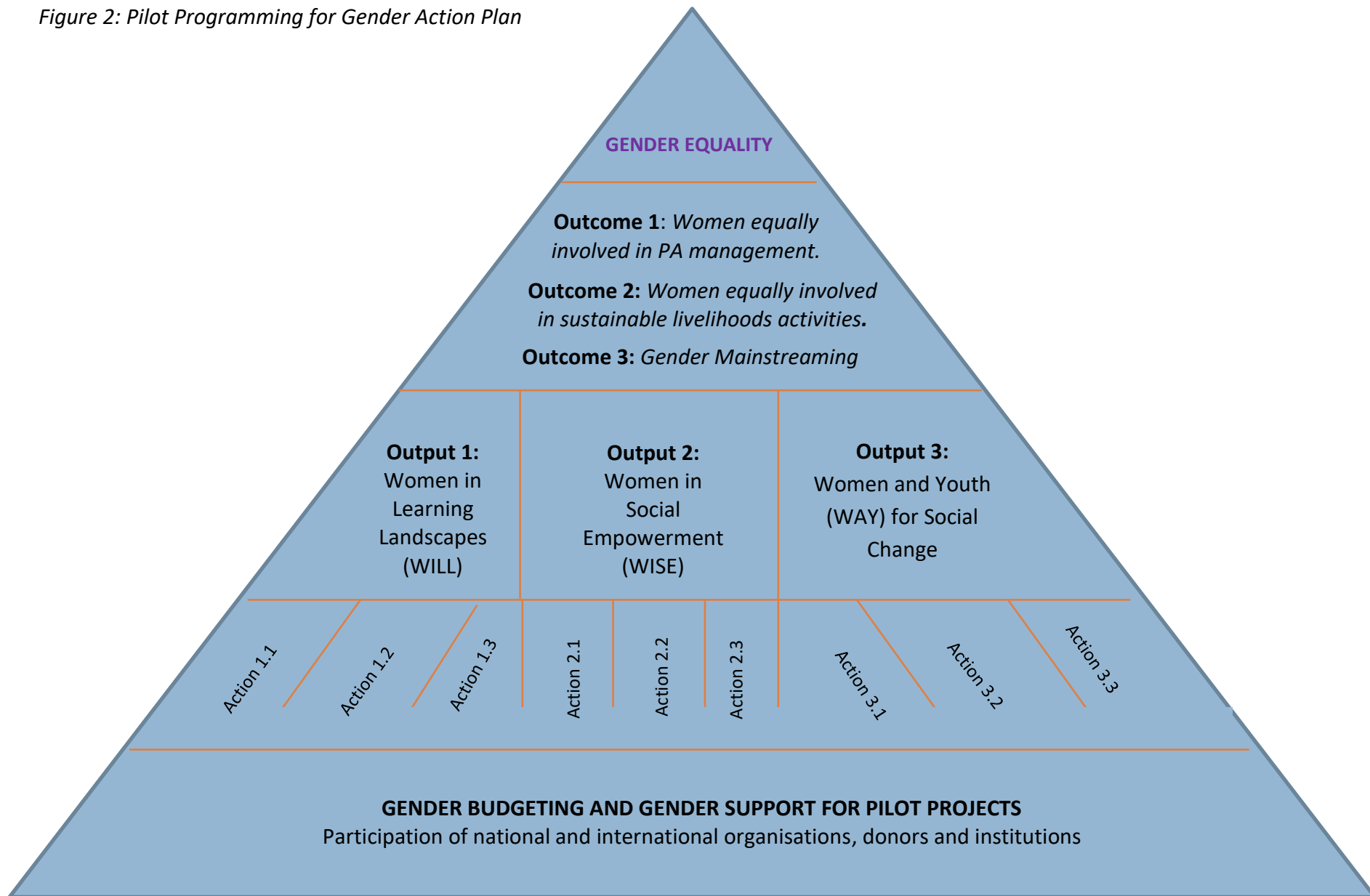
Indicator 3: The reported cases of GBV has declined by at least 50% in project areas by 2025 due to initiatives/programs directed toward the prevention of gender-based violence and the empowerment of youth leaders.

Assumption 3.1: *Young men and women are encouraged, supported, and capacitated to contribute to societal change through participation in community programs, and acquire social legitimacy in their role as change agents.*

Assumption 3.2: *Communities will be resourced and supported to develop a range of communication materials to facilitate social change in gender attitudes.*

Assumption 3.3: *Young men and women will be supported by family and community leaders to attend national forums and participate in cross-learning opportunities.*

Figure 2: Pilot Programming for Gender Action Plan



6. How sustainable change will be generated, demonstrated, and verified

TABLE 1. LOGICAL FRAMEWORK: strengthening gender-inclusive participatory processes that reach and effectively cover in-need populations, contributing to the sustainable management (planning, implementation, oversight) of Protected Areas

OUTPUTS	ACTIONS <i>Inception & Design Phase</i> YR1: 2021	Short Term Measurable Indicators	Means of verification	ACTIONS <i>Implementation Phase</i> (YRS 2-3: 2022-2023)	Medium Term Measurable Indicators	Means of verification	ACTIONS <i>(Mainstreaming Phase)</i> YRS 4-5: 2024-2025	Long-term Measurable Indicators	Means of verification
Output 1: Women in Learning Landscapes (WILL)	WILL (1.1) Formation of Communities of Practice (CoP) involving a diverse group of locally chosen representatives & organisations	Five (5) facilitated participatory workshops with structured social learning activities in each PA.	Workshop meeting notes, attendance sheets and participant reports and narrative analysis.	WILL (1.2) Programs of ‘strategic co-learning’ between community groups.	Measurable increase in number of women and marginalised groups participating in project activities and co-learning opportunities.	Surveys & interviews with local NGOs, women’s groups, church groups and community groups.	WILL (1.3) Strengthen women and youth capacity through methods that promote and value local knowledge.	<i>PA management committees comprise at least 65% women and youth.</i>	<i>Surveys & interviews with local NGOs, women’s groups, church groups and community groups.</i>
Output 2: Women’s Initiatives for Social Empowerment (WISE)	WISE (2.1) Skills training that can assist women and marginalised groups to achieve socio-economic objectives.	Increase in women in PA communities participating in skills training and workshop activities.	Baseline surveys & interviews with women’s groups, church groups community groups etc.	WISE (2.2.) Women and marginalized groups supported and resourced to develop gender-inclusive social enterprises to support livelihoods.	At least 50% of women participating in decision-making, & community livelihood activities.	Surveys & interviews with local NGOs, women’s groups, church groups and community groups.	WISE (2.3) Partnerships with funding agencies /institutions/donors support an entrepreneurial ecosystem.	Women’s contribution to net income in targeted pilot sites to equal or exceed men’s by EOP.	Surveys & interviews with district development authority, community leaders and women’s groups.
Output 3. Women & Youth (Way) in social change.	WAY (Action 3.1) Community youth leaders engaged as allies for change to foster and implement Do No Harm approaches and behavioral change programs.	Youth leaders from each Ward in the PA Area are socially endorsed to become agents of change in their community.	Interviews with Ward Councilors, Women’s groups, Church groups and Youth groups.	WAY (Action 3.2) Communities are supported to reflect and reconsider on practices that were harmful to women and girls and have taken actions to reduce harm.	At least 50% of youth in pilot communities have participated in GBV awareness and participatory activities.	Interviews with Ward Councilors, Women’s groups, Church groups and Development Associations.	WAY (Action 3.3) Behavior change towards gender equity is mainstreamed through ongoing youth capacity building and training, communication, and outreach activities.	Reported cases of GBV have declined by at least 50% in project areas.	Interviews with Ward Councilors, Women’s groups, Church groups and Youth groups.

7. Monitoring, Evaluation and Learning Framework (MELF)

The Theory of Change allows focus on longer-term impacts rather than only short-term results. Because theories of change make assumptions and pathways of change explicit, a theory of change process facilitates reflection, interaction, and adjustment in terms of understandings of how change happens, thereby also helping to bring about critical reflection on how an intervention may actually contribute to change. Programs can be expected to gain in effectiveness through the capacity to adjust in such situations instead of holding on to planned actions.

The MEL needs to highlight the relevance of activities such as networking; multi-actor participation; individual and collective learning. This requires an integration of the theory of change, with historical trends analysis, and narrative assessment. Key processes include (1) the monitoring of actions; (2) interpretation of outcomes; (3) the assessment of outcome relevance; (4) reflection and learning and (5) the communication of results. The 'do no harm' principle and regular monitoring ensure that activities do not have unintended negative impacts and are adapted to improve effectiveness over time.

The GAP will be monitored in three phases (i) short term (1 YR), medium term (2-3 YRS) and longer term (3-5YRS) impacts reporting on recommend activities in the GAP Implementation Plan.

Project-level monitoring and evaluation will be undertaken in compliance with UNDP requirements, and will focus on:

- Using indicators and data on individuals disaggregated by sex, to plan, implement and monitor the programme;
- Measuring demonstrable benefits for target groups, including differences for women and men in the outcomes secured.

The MELF will begin with a planning workshop which will localise the theory of change and refine the specific activities under each outcome area. The MELF will be developed during this planning workshop and women and young people will be trained and guided in formulating their own baseline (covering livelihood issues, gender and age power issues, environment), setting short and longer-term goals, as well as monitoring mechanisms and indicators to measure progress and address problems. It is important in the MELF to appreciate the value of the unexpected. In other words, building the capacity to transform the unexpected or unintended into something useful or valuable, instead of assessing outcomes only according to initial expectations and program theories.

A mixed methods approach to evaluation will include both qualitative and quantitative methods working together in complementary ways. Monitoring will include qualitative and quantitative measures of effectiveness, including number of villages and community groups participating, number of men, women and youth involved in workshops and meetings held, number of participatory activities conducted, and benefits attributed to involvement in the activities. The spread of the project strategy

to villages bordering or linked to the project sites will be monitored as a measure of enthusiasm for the project ideas.

Demonstrating effectiveness is a key challenge in the field of gender equality and empowerment, which is dependent on sustained investment in societal change. Stories play a central role. A narrative approach to monitoring, evaluation and learning is a way of measuring attitudinal change and reflection by community actors involved in the Theory of Change. The terms 'narrative' and 'assessment' denote the narrative method (of co-constructing and examining stories) by which transformative change is assessed. An important part of interpreting an outcome is establishing whether and how it contributes to a process of change envisaged by the stakeholders involved. Narrative approaches allow for personal stories to describe how change unfolded as well as where the program theory did not work out as anticipated. In this way, the theory of change is responsive to the complex and complicated nature of the evaluated change processes.

Lessons learned through the Monitoring, Evaluation and Learning Framework are to be shared throughout the Protected Area Network. In this approach it is expected that:

- Women, youth, and socially marginalised groups will learn from and support each other as they develop action plans for solving discriminatory problems and provide a variety of perspectives in order to generate creative approaches to addressing GBV and ensuring women's empowerment does not increase their risk of harm.
- Community groups working together across the PA network will develop tailored solutions and partnerships to strengthen their efforts in building safe and inclusive communities.

8. GAP Implementation Framework

To effectively advance the gender equality and women's empowerment agenda, the GAP framework provides a road map for project implementation, monitoring, and evaluation. Importantly, there is no 'one size fits all' approach to the process of implementing the Gender Action Plan. Rather than being prescriptive, the following activities highlight staged approaches to facilitate community ownership over incremental change towards gender parity in protected area planning, management, and sustainable livelihood development. The methodology addresses gender equality at the household and community level. This also requires strong support by local government to improve service and health delivery and access to education, which will address some of the structural barriers to women's equal participation.

Gender responsive actions to improving gender equality will be strengthened throughout all phases of the project cycle by placing a focus on opportunities to improve women's capacities to strengthen support networks and gain access to the resources they need. The GAP focuses on stimulating transformative change in gendered power relations by strengthening women's advocacy networks and the social systems that support them. Through participation in project activities, women, youth, and marginalised groups will gain more confidence to contribute to strategy/goal formulation in their local communities, and ensure their needs are better addressed in community planning. Participatory actions implemented in the three priority areas of WILL, WISE and WAY target the development of skills that can enable women, youth, and marginalised groups to interact in project activities and come to see themselves, and to be seen by others in their community, as knowledge brokers, communicators, and emerging leaders.

8.1 Designing a Community of Practice (CoP) for PAs

The first step of the GAP implementation involves the development of a voluntary Community of Practice ('practitioner groups) in each PA, consisting of around 30 volunteers of women and male and female youth from traditional village clusters, including church and community groups, civil society organisations (CSOs) and non-government organization (NGOs), who will work together to empower their local community to advance gender equality in the PA. Involving women and youth who already have leadership roles that are recognised by the community, and are enthusiastic to engage more actively in gender equality outcomes, will contribute to greater social acceptance.

CSOs/NGOs, Church and community groups will play an important role (through close partnership and collaboration) in encouraging minority groups to participate in activities. In addition to the participatory research and planning workshops conducted in a centralized location (such as a local NGO/CBO space), with outreach workshops held in villages within the Local Level Government (LLG) area to disseminate information and expand the influence of practitioner groups. It is intended that with the support of community leaders as well as local NGOs/CBOs and Church groups to help revise and implement their plans, voluntary practitioner groups will take up specific issues, depending on their interest and capacity, and follow through on a deeper analysis and develop concrete, practical action suited to their own circumstances and aspirations. To enact a program of strategic social learning and peer education which can distribute the benefits of program activities to the broader community (and thus reach those most vulnerable and disadvantaged) it will be critical for women and youth to be trained as 'intermediaries' in each PA to facilitate communication and provide a platform for facilitating

discussion, advocacy and assisting in processes of two-way learning. Intermediaries will become respected and trained community members who can assist in the communication process and able to empower different individuals and groups by ensuring they have an opportunity to voice their opinions and the opportunity to participate in decision-making processes.

9. GAP Implementation Activity Plan: Will, Wise & Way

The Implementation Plan provides an enabling framework for improving gender equality through a constructive community focus, involving participatory workshops and cross-learning opportunities, as well as training in leadership skills. Gender relations is at the basis of Melanesian understandings of gender equality, thus understanding how historical, demographic, institutional, cultural, socioeconomic, and ecological factors have affected relations between women and men of different groups is critical for developing programs that can contribute to programs for inclusive development and conservation outcomes. Understanding local priorities regarding inequality should be a key goal of conservation, development and policy making, as well as addressing forms of structural inequalities that are underpinned by larger, non-local relations of power.

9.1 Inception and Design Phase: Community of Practice (CoP) Workshops (Year 1)

The inception and design phase involves participatory work towards implementing the GAP, therefore encompassing core activities in each of the 3 GAP priorities areas of WILL (Women in Learning Landscapes), WISE (Women in Self-Empowerment) and WAY (Women and Youth). The first phase will focus on creating Communities of Practice, establishing participatory learning programs, defining community goals, and advancing commitments to improving gender equality. The participatory approach is based on the notion that people are their own drivers of change and development: they hold a greater knowledge of themselves and their environments than experts and are therefore better equipped to identify their own problems and find ways to solve them.

Using a strengths-based approach informed by principles of empowerment, appreciation, and participation, the intention is for Communities of Practice (CoP) to build on existing community strengths and assets and become a learning process for all involved. For participants and support organisations, documenting successes and enablers is expected to contribute a stronger focus on gender equity, and increased capability to integrate gender into sustainable livelihood projects and protected area planning and management. At a strategic level, each CoP aims to support integration of gender into local development and planning processes with significant potential to contribute to gender equality. Leadership and participatory skills are important capacities that can be applied to different contexts.

The CoPs will contribute to the development of local indicators on gender equality that are directly informed by the communities in the project areas. Using participatory approaches, the first year of the GAP unfolds in a series of steps and actions, which are further elaborated below.

1. Participatory Gender Workshop 1: *Communities of Practice, Localising the Sustainable Development Goals (SDGs), and Visioning the Future.*

2. *Workshop 2: Families and Community Working Together.*
3. *Workshop 3: Women's Strengths, Capacities, and leadership skills.*
4. *Workshop 4: Women and Youth as Agents of Change.*
5. *Workshop 5: Re-telling Stories, Re-vitalizing Practice.*

After each stage, it is important that participants reflect on what has happened and decide whether they can practically apply the collected knowledge and/or whether more information and resources are required.

There are two ways of encouraging reflection on the value of participation that are included in each workshop program:

- I. *Overall value of participation.* The first exercise is meant to capture the individual's overall experience of participation in a CoP and what they gained from it.
- II. *Specific examples of value creation.* The second exercise is meant to capture very specific instances about something that helped the protected area community or ward development in some way. The idea is to provide concrete examples of what was mentioned in the first exercise.

The participatory CoP workshops will offer a chance for women and men to enter a meaningful dialogue towards an inclusive social pathway, building confidence and aspirations. In the design and implementation, participatory workshop activities will acknowledge the gender specific obstacles experienced by women and girls. To stimulate a politics of women's self-determination and gender equality, the participatory workshops place a focus on the 'situated knowledges' (Haraway 1998) of PNG women as critical knowledges that sustain the possibility of webs of connections. It is the relational transactions between people and communities (rather than bounded possessive individuals) that give rise to the entanglement of cooperative relationships between women and men. These inseparable web of relations in which an individual life is embedded are critical to consider, because it is within these relational webs that the factors that contribute to women's and girls' disadvantage can be addressed.

CoP workshops need to be scheduled at times or locations that are accessible to women due to domestic responsibilities, and/or their inability to travel. Services delivered by male agents or trainers may be inaccessible to women where social norms prohibit them from interacting with males who are not their relatives. In addition, rural women may have lower levels of education and literacy, and often speak only local languages. This may inhibit their capacity to participate in project activities. These gender specific obstacles to participation must be acknowledged and anticipated, particularly in the Inception and Design Phase. To ensure representation of all social groups (men and women, youth, disability groups, marginalized groups) a list of all participants and their positions needs to be compiled before the implementation of workshops. The workshop will provide a space for vulnerable (eg; women

and disability) groups to voice their views, as those most affected by development and conservation decisions. Women and girls should comprise around 65 percent of workshop participants. Each participatory workshop is divided into a morning and afternoon timetable, with activities and discussions encouraged during and after the workshop, in order to generate wider community engagement.

Respect and appreciation of each participant's contribution to the CoP involves:

- Building from insights and strengths of people around the table.
- Enabling, sense of equity, different types of knowledge, non-hierarchical approach
- Leveraging the different strengths of each partner
- Important to understand limitations and to be honest about it: 'this is who we are, this is what we tried', to also be honest to acknowledge what we need to build on
- What is the benefit for the community (and participants), local groups and partners?

CoP workshop materials

Each participatory CoP workshop will be accompanied by materials: Facilitators/Trainer's Guide, with key information and graphics to signify distinct stages in the workshop (eg; brainstorm, group discussion/ activity handout). Presentations will be accessible in PowerPoint format, which makes it easy to adjust to the learning context. Handouts will be provided for participants with exercises, key information, and summaries of learning modules.

Sustaining and expanding CoP Learning Capacities

Learning capacities in CoP workshops will be fostered through the intentional process of generating, sharing, and analysing information and knowledge from a wide range of sources to inform decisions and actions, and to adapt community programs to be more inclusive and effective.

It is envisioned that the learning benefits from the series of CoP workshops will become sustainable and expanded to others in the PA community through a focus on three interrelated elements:

1. Aligning with community interests to achieve outcomes and enact change.
2. Bolstering the ability of communities to adapt to ever-changing contexts.
3. Developing financial and operational resources in service of the priorities above.

If the CoP learning activities remain relevant to the PA community, they will become self-sustaining in the short to medium timeframe in the implementation framework.

9.2 Short Term Participatory Activities (Year 2)

WILL 1: Women in Learning Landscapes: Forging new paths of Growth and Discovery

The first phase of Women in Learning Landscapes (WILL 2) involves supporting women and youth to build their capacities in participatory action research. Volunteer groups comprised of women and youth, will be trained to undertake baseline assessments. This will build leadership capacity of women and youth in protected area management, as well as provide opportunities to inform knowledge systems and offer gendered perspectives about conservation values¹⁰. As power relations shape the different sources and types of knowledge produced about the environment and local ecosystems, valuing women’s perspectives can lead to new forms of knowledge creation.

WISE 1: Women’s Initiatives in Social Empowerment: Skills for Confidence and Success

Drawing on women’s organizational groups and advocacy networks, community practitioner groups are to be supported by not-for-profit groups to develop concepts for locally designed enterprises that can assist women and marginalised groups to contribute to the development of sustainable livelihoods in PA communities. Women’s leadership support groups such as Advancing PNG: Women Leaders Network NGO (Member of the Business Women’s Coalition) and other organisations such as CARE Int., should be provisioned to deliver financial literacy skills, assist women to establish CBOs and CSOs, and foster family business management practices.¹¹ The family business model necessarily includes men in the training, to gain their support and encourage them to share some of the domestic work.

While market-based approaches can adversely impact upon traditional livelihoods, the gender construction of resource management regimes is almost always disadvantageous to women, therefore diversification through strategies such as small scale enterprise development can assist households to insulate themselves from environmental and economic shocks, trends and seasonality – in effect, to be less vulnerable and safeguarded stronger rather than declining rural livelihoods, and contribute to community ownership over the process of change.

Donor funding or small grants will be the main source of start-up funding for social enterprises. Partner-funding for social enterprises may be sought through programs such as the ‘Thousand Tribes’, PNG Lukautim Graun Program which focuses on sustainable natural resource-based livelihood creation¹². Community projects and individual initiatives may raise small amounts of money using the PNG crowdfunding platform “Invest in Me”¹³, which can be used without a bank account. To support women’s entrepreneurial activities, a women’s resource centre and childhood learning facility should be established at the ward level to ensure a safe environment for children while their mothers participate in enterprise development.

¹⁰ Prescribing authority to scientific methods of acquiring knowledge has, in the past, resulted in erroneous environmental policy prescriptions.

¹¹ Such as the “Helping Hands Honey Project” (Oxfam International); “Kirapim Kaikai na Maket” (Community Development Workers Association); “Mangoro Market Meri” (The Nature Conservancy).

¹² The Thousand Tribes campaign is supporting Papua New Guineans to develop, promote and sell creative work and build sustainable livelihood businesses (Sepik community is one of the first communities to be accelerated by REAL Impact).

¹³ <https://www.businessadvantagepng.com/invest-in-me-crowdfunding-site-encourages-papua-new-guinean-success/>

WAY 1: Women and Youth: Community Care

Strong community messaging on zero tolerance to GBV by provincial Governors and LLG Presidents will need to be obtained, with commitment to providing immediate resources for communities to combat gender violence. Disseminate information to Ward leaders and community groups on national laws and policies pertaining to gender equity (eg; Family Protection act, Gender Equity and Social Inclusion Policy). Community educational material¹⁴ will highlight women’s legal right by the constitution of the country to equality of opportunity and a life without violence. Communication techniques need to ensure that information is tailored and presented in formats that are most likely to reach and influence their target audience. Materials should be made widely available so that all members in the community have equal opportunity to obtain accurate information. Educational material and community messaging should be complimented with partnerships and programs that strengthen community efforts to foster respectful relationships (eg; “Kommuniti Lukautim Ol Meri” – see Annex A)¹⁵.

Partnerships should be developed with NGOs such as the PNG Tribal Foundation, who work with youth at risk through national programs for behavior change; eg; Senisim Pasin (‘Change Your Ways’), as well as groups such as Youth for Change¹⁶, NGO that utilise peer-to-peer training programs for young men and women to become counsellors and intermediaries so they participate actively and effectively in preventing and addressing GBV at household and community levels. Peer-to-peer education can accelerate the diffusion of skills, tactical knowledge, positive behavior change, and specific capabilities to address and prevent GBV in local communities. Youth learning and mentoring will help create a reflective space that will enable broader awareness and discussion on the ways in which violence undermines opportunities to build productive and inclusive communities. Creating awareness about the impact of GBV on communities and sustainable development can facilitate a social space for community learning and inspire commitment and practical action to address GBV.

As a communication medium to add impact to community messaging, youth groups may choose engaging and creative methods (such as performance poetry) or other expressive methods like music and dance in *tok ples* (local languages). ‘Radio Drama’ is a useful communication genre¹⁷ to tell important stories on social issues affecting communities and is gaining popularity in Kimbe (West New Britain) as a method to discuss issues such as teenage pregnancy, adult illiteracy, peer pressure, production of illegal beer and domestic violence, which are major problems in the province¹⁸. By combining dialogue with language and ‘slang’ to make it more relatable, youth can drive positive change through storytelling techniques using songs, chants, dance, and art inspired by the

¹⁴ This may include translation into tok pisin and local languages, as well as organized approaches to communicating the message, such as a participatory campaign promoting “Communities without Violence, Safe Communities for All”. Posters created by women and youth can be displayed in public spaces such as District Development Offices, NGO offices, and community spaces where they are highly visible. Another initiative may be to produce a series of cards to raise awareness about sexual harassment. The front of the cards can display information about what actions are considered sexual harassment. The back of the cards can provide information on what actions women and girls may take in response to harassment.

¹⁵ FHI 360 in collaboration with PNG Microfinance/MiBank and Pacific Adventist University.

¹⁶ NGO based in Kimbe, WNB - train the trainer model for youth groups.

¹⁷ The Media Development Initiative (MDI), managed by ABC International Development. MDI is supported by the Australian Government through the Papua New Guinea-Australia Partnership.

¹⁸ <https://www.abc.net.au/abc-international-development/storytelling,-radio-drama-and-edutainment-in-little-png/12070962>

environment, community, culture, and lived experiences. Innovative strategies will help to facilitate responsiveness of leaders and decision makers.

Communities should be resourced or assisted to fundraise for a ‘safe house’/shelter to assist victims of family and sexual violence to access services and support. To support community and family care, reproductive and maternal health, collaborations are to be developed with not for profit groups such as Care International¹⁹ and Susa Mamas PNG, to provide integrated family and youth health services in partnership with government and non-government health care providers. Programs such as “Safe & Prosperous Districts” supported by UN Women²⁰, should be developed to improve women’s participation in operational market management systems, encouraging women to voice their concerns with market authorities so they can better resolve problems that adversely affect their wellbeing and safety. Safe markets must be a strong government focus for supporting women’s social and economic empowerment.

9.3 Medium Term Participatory Activities (Years 2-3)

This phase will build on the social learning activities and place an additional focus on improving women and youth capacities through strategic skills acquisition. An enabling environment for gender equality will be strengthened by developing the extension and research capacities of women, youth, and vulnerable groups, along with greater community commitment to addressing GBV and implementing strategies and programs for empowering young men and women to become change agents in their communities.

WILL 2: Women in Learning Landscapes: Experiential Learning

Experiential learning opportunities for women, youth, and people living with disability should be negotiated with PNG communities who have the experience and commitment from which the PA hopes to learn, and which it seeks to incorporate into its activities. This will require the involvement and support of host communities who are successfully implementing livelihood programs with social and environmental benefits.²¹ Such opportunities will value and showcase local knowledge and expertise²² and will facilitate an ongoing dialogue of knowledge exchange and mutual learning. The emphasis on knowledge-sharing and co-learning can be strengthened through programs of reciprocal exchange between ‘home’ and ‘host’ communities. Outcomes about successful learning activities and strategies will be communicated through the PA network.

¹⁹ Eg; “Mamayo Project” women’s health empowerment (Care Int.); “Kisim Femili Plenin Strongim Kommuniti” places a special focus on youth and adolescents (FHI 360).

²⁰ Eg; “Mamayo Project” women’s health empowerment (Care Int.); “Kisim Femili Plenin Strongim Kommuniti” places a special focus on youth and adolescents (FHI 360).

²¹ ‘Such as Gwala Rising’ in the Bwanabwana Islands, as well as Forcert’s community enhancement partnerships in WNB, ENB, New Ireland, Morobe, and Madang, Mangoro Market Meri (Manus and Milne Bay). Other gender inclusive livelihood projects include the “Helping Hands Honey Project” (Oxfam International); “Kirapim Kaikai na Maket” (Community Development Workers Association).

²² Such as Tenkille Conservation Alliance (West Sepik), Wanang conservation school (Madang); YUS Conservation area and Variarata National Park (volunteer ranger groups); Crater Mountain National Park (Indigenous Knowledge documentation), Sepik Wetlands Management Initiative, and others.

Partnerships should be encouraged with national and international not-for-profit organisations such as Food Plant Solutions (supported by the Rotary Club)²³, to design and deliver community wellbeing programs, for example on agroecology and food nutrition. In addition to developing educational materials and workshop modules with local communities in *tok pisin* (through a train the trainer approach), Food Plant Solutions can work with women and youth to establish model nutritional food gardens at local schools, creating opportunities for experiential learning, and outcomes that may even improve student retention²⁴. Improving awareness on plants for nutritional health in PA communities will benefit those groups most affected by health issues, including people with disabilities, the elderly, and women, as caregivers for family members.

Partnerships should also be fostered with national NGOs such as the PNG Research & Conservation Foundation, to work with communities to develop participatory research programs. Local knowledge of taxonomies and their uses can be recorded in *tok ples* in the first instance for local language preservation, and the safeguarding of knowledge. This will further contribute to transmission of place-based knowledge to young men and women as future PA custodians, as well as create a dialogical co-learning component with western science.

WISE 2: Women's Initiatives in Social-Empowerment: Enterprise Development

Skills and training must be provided in digital technologies. Technology (digital platforms, mobile phones and digital financial services) can greatly contribute to women and youth empowerment by helping to overcome mobility constraints, access relevant information and new communication channels, conduct online banking, and access knowledge and general information.

Providing training to women and youth in technical skills and digital technologies can enable greater returns from primary production and downstream processing. Agricultural extension training may assist women to increase their household income²⁵. Training and incentives should be provided for investment in labor-saving technologies and methods that facilitate more efficient, less labor-intensive food production and transform intergenerational patterns of female labor.

NGOs/CBOs/CSOs will work with women to develop proposals and business models for innovative enterprises. Business enterprises that are fit for context and contribute social and environmental benefits are to be identified and proposals developed – eg; innovative projects could involve converting fish waste into sustainable clothing products using locally sourced resources (fish waste²⁶, pawpaw, cassava root, banana, algae, and hibiscus as natural dyes and enzymes). Other initiatives such as converting invasive river weeds (eg; water hyacinth) into fiber for handcrafting and sustainable

²³ “Rotary Adopt a Village Project to alleviate malnutrition in PNG”. Food Plants International teamed with Rotary to create the Food Plant Solutions project, which provides countries and regions with information on how to grow the most nutritious and viable food plants in their environment. These programs provide ongoing education and improve the health and nutrition of all participants, with significant reductions in malnutrition. <https://foodplantsolutions.org/gardens/>

²⁴ International evidence concludes that school feeding programs have a promising impact on girls’ enrolments and participation.

²⁵ Research has identified that where women participated in extension training, households earned 22% higher income from coffee than households where only men participated in training. *Gender Transformative Change Brief in Papua New Guinea August 2020. Pacific Women Papua New Guinea.*

²⁶ The fish bones can be boiled and used for glue for binding. The remains of the flesh can be scraped off to make chicken and pig food. Intestines can be dried as strings to make ladies’ sandals while the scales dyed to make flowers and ornaments. <http://www.fao.org/3/a-i6623e.pdf>

products will also help to address the harmful effects of invasive species on waterways and habitats.²⁷ Other initiatives may enhance local capacities to adapt to impacts of climate change eg; converting marine, river or terrestrial biomass into animal food or biofertilizer; and food processing, preserving, storage systems and solar driers to process and store food. Projects should complement and seek to build upon existing initiatives in the PA. Community-centric strategies that build ownership and economic capacities across multiple stakeholder groups and sustain and scale-up adaptive responses to safeguard livelihoods should be incentivized, with women and vulnerable groups prioritised in skills training programs. Skills training programs should amplify cross-cutting benefits; for example, sewing skills for profit generating enterprises can also be used for practical purposes such as net repairs (eg; fishing nets, mosquito nets).

WAY 2: Women and Youth: Changing the Gendered Narrative

Youth practitioner groups are to develop programs that contribute community education and evaluate local understanding of gender equality, knowledge of legal rights and recourse, individual and collective local strategies for primary and secondary prevention of GBV. Youth groups to work with LLG and Ward leaders and develop local intervention strategies that reduce community tolerance and increase bystander action. For women and girls living with disabilities, the intersection of gender inequality and disability makes them especially vulnerable to GBV. Thus, it is recommended that a “GBV and Disability Toolkit” be developed with a training module designed to support GBV practitioners to understand the intersections between disability, gender, and violence in the communities where they work.

Cross-learning opportunities between youth groups and others working on preventing and addressing gender-based violence in their communities will allow them to share best practice strategies as well as to learn about innovative ways to raise awareness. This will contribute to improved linkages and knowledge-sharing on the uptake of initiatives to address GBV and allow individuals and groups to share resources and referral networks. These processes will increase youth confidence and leadership and integrate young men and women into supportive communication networks. Community youth group representatives with an interest in media, could be provisioned to attend technical workshops²⁸ for using ‘radio drama’ for example to amplify local voices through storytelling. This will provide cross-cutting benefits to the community and empower young men and women to promote practices of social inclusion to a wider listening audience.

9.4 Longer Term Participatory Activities: (Years 3-5)

In the longer-term horizon, gender equality actions need to be mainstreamed into research and innovation. The longer-term horizon needs to further support aspirational opportunities for women, youth, and marginalised groups through two-way learning partnerships with development groups, research institutes, technical colleges, and national and international universities. By bringing gender

²⁷ For eg; see ‘Global Mama’s Fibres of Change’ project funded by USAID.

²⁸ Such as the Media Development Initiative (MDI), managed by ABC International Development and supported by the Australian Government through the Papua New Guinea-Australia Partnership.

equality into the process of environmental monitoring and management, local communities will be able to critically reflect critically upon their practices and strategies for sustainable livelihoods.

WILL 3: Women in Learning Landscapes: Strengthening Capacities for the Future

Sustainable and efficient ways to upskill women, youth and marginalised groups must be a priority for a long-term approach to effective and inclusive PA governance. Transformative approaches for gender-inclusive processes at the community level will be advanced by providing sponsorships to young men and women in PA communities to undertake training in formal research and data collection methods techniques, such as para-ecology training at the PNG Binatang Research Centre (Madang); marine-based programs at Mahonia Na Dari (Kimbe Bay, WNB) and qualitative techniques for eliciting ecological placed-based knowledge through collaborations with national and international research institutes and programs.

Training in participatory methods for social and environmental research should be accompanied by opportunities (eg; forums, workshops) to recognise engaged, value bound knowledge, embedded in cultural and social contexts. This can have the effect of empowering women and youth to become intermediaries and facilitate and communicate multiple forms of knowledge, informing ways of viewing, creating, and experiencing the world. Investing in research and communication capacities for women and youth can also challenge the top-down organisation of development and agricultural extension systems. For example, the participatory approach of agroecology, which involves shared knowledge among local farmers, and between farmers and technical experts, can lead to greater recognition of the role of women in rural economies and contribute initiatives that help to address gender equality in agriculture.

WISE 3: Women's initiatives in Social Empowerment: Forging New Pathways

To promote women's leadership capacities and encourage further uptake of participatory research and gender-inclusive social enterprises, it will be important to showcase collaborative projects and community outcomes at annual conferences and PA forums. These forums can not only demonstrate what is possible through women's empowerment but may forge new pathways and promote the integral role of gender inclusive enterprise models in the PA network. Such forums may provide an opportunity for forging stronger collaborative relationships with government, not-for-profit groups, and private sector. Training and skills should be provided to young men and women in community-based participatory media techniques to enable the sharing of stories and the dissemination of knowledge using low-cost digital technologies, incorporating a range of multi-media material such as maps, video's pictures, and drawings into a visual place-based narrative that provides cultural context.

WAY 3: Women and Youth: Mainstreaming Gender Equality and Abolishing GBV

Provincial GBV Secretariats, supported by the PNG Gender-Based Violence Secretariat, will be central to mainstreaming and coordinating GBV prevention, programs, resources, and response activities in PA communities, providing ongoing capacity building and training, communication, and outreach. GBV secretariats are to support and capacitate individuals and groups actively working to address GBV in PA communities, with programs for crisis intervention, counselling, victim support services, and a community mobilization intervention strategy. A strong focus should be placed on persons with disabilities, including young men and women and the elderly.

To strengthen acceptance of women and youth taking up 65% of reserved positions on PA management committees it will be important to provide evidence-based research about the tangible benefits of gender equality in management committees and addressing GBV as a long-term commitment. To build trust, confidence and support, conservation committees will benefit from participatory research that identifies case-studies and concrete examples of ways in which gender equality initiatives have contributed to poverty reduction, family welfare, and sustainable ecosystems and livelihoods. Enhanced trust and confidence by community leaders will trigger further concrete actions and commitments to mainstream gender-responsive, socially inclusive approaches to PA management. This will further promote a shared vision and explicit consensus on gender equality objectives in development.

Fostering safe social spaces, building awareness on gender equality, improving structural protections, and long-term support and commitments for the inclusion for women, youth, and marginalised groups in protected area planning and management, as well as the elimination of GBV and all forms of discrimination will become the hallmark of best practice for PA management committees. This coordinated approach to support gender-and age transformative action in PA communities, which is strengthened through the social weaving of support networks and shared knowledge, will continue to build collaborations towards inclusive livelihoods and develop ways to understand and integrate the relations and differences between men and women into conservation planning and protected area projects.

POTENTIAL COLLABORATORS / PARTNERSHIPS FOR PROJECT ACTIVITIES

- ❖ **Advancing PNG: Women Leaders Network (APNG: WLN).** Social Enterprise, Women's Leadership and Women's Resource Hub. APNG: WLN has an economic empowerment coaching program targeting women leaders, with a resource hub for members and their groups. Focuses on institute strengthening and capacity building (visions, dreams, mission). This program is targeted at the organisations of our members and build their capacity. The Program includes workshops and leadership skills. A valuable partner for leaderships skills and information about starting up social enterprises, including promoting eco-friendly handicrafts – the Program Manager has a social enterprise selling flowers collected by women at Mount Wilhelm.
- ❖ **Binatang Research Center (BRC)** documents biodiversity in PNG as one of their core activities. BRC supports the training of local para-ecologists and rangers for biological research in Wanang Conservation Area (WCA) and has developed biological transects at Mt Wilhelm. BRC offers a conservation course for up to 20 female rangers with a variety of experience and backgrounds. BRC also provide a women's biologist course (student course), for up to 20 females with a variety of experience and backgrounds for 2 weeks in WCA, and an additional week in BRC. This is BRC's longstanding student course developed for women and includes workshops on gender equality.
- ❖ **Center for International Private Enterprise and the Difference Incubator.** Women's Business Resource Centre (est. 2016 in Port Moresby) to help PNG women successfully manage businesses.
- ❖ **CELCOR, BRG.** These civil society organizations have significant connection and understanding of community development and community processes. Valuable partner to support implementation activities.
- ❖ **Eco Custodians Advocate.** Highly experienced NGO working with communities in Milne Bay practicing marine conservation. Communities practicing Gwala could offer valuable insights into gender-inclusive management.
- ❖ **FORCERT** strong experience establishing conservation committees with gender balance. They work with provincial and local level government and work collaboratively to strengthen the community voice. FORCERT is developing an independent Social Enterprise Arm. The goal is to enable and support sustainable and ethical businesses created by the communities they partner with. FORCERT would be a valuable partner.
- ❖ **Mahonia Na Dari** offers a Marine Environmental Program (MEEP) for primary and secondary school students, with outreach activities which include workshops and community awareness as the foundation of their LMMA program. In collaboration with James Cook University (Australia), Mahonia Na Dari have a Resident Researcher program. Resident researchers could mentor women and youth from the LMMAs as research assistants with skills-based training.
- ❖ **Research & Conservation Foundation Inc.** (based in Goroka, operating for 34 years) provide natural resource management training and work with schools (teachers) to develop educational resources and awareness. Valuable partner to work with communities to set up management committees and conduct training.
- ❖ **Sepik Wetlands Management Initiative (SWMI).** SWMI represents an important partner for sustainable livelihood enterprises in the Sepik Wetlands.
- ❖ **TNC & PNG LMMA NGO.** Working with women in Manus, Milne Bay and Central Province in mangrove rehabilitation and livelihoods projects. TNC and PNG LMMA NGO will facilitate a learning exchange with women from Milne Bay and Manus in the second half of 2021 in Central Province.

- ❖ **USAID PNG Lukautim Graun Program (LGP).** REAL Impact has been onboarded as a full Implementing Partner of LGP to focus on sustainable natural resource-based livelihood creation. Creative Enterprise SME Accelerator: 'Thousand Tribes'. The Thousand Tribes campaign is supporting and empowering Papua New Guinean creatives to develop, promote and sell their best work through building sustainable livelihood businesses for up to 3 years. (Sepik community is one of the first communities to be accelerated by REAL Impact).
- ❖ **Wildlife Conservation Society (WCS).** Long-term strategy to preserve the Bismarck Forest Corridor. WCS would be a beneficial and highly experienced project partner. Also partnering with USAID PNG.

POTENTIAL COLLABORATORS / PARTNERSHIPS FOR ADDRESSING GBV

- ❖ **Femili PNG** is a local NGO based in Lae and Port Moresby that runs Case Management Centres (CMC) to assist survivors of family and sexual violence to access the services they need. The target population is women, men or children who are survivors of intimate partner violence, sexual violence, sorcery accusation related violence and/or child abuse. The CMC aims to have a national impact by working with those in other parts of the country who are engaged in similar endeavors, by offering training in case management, and disseminating good practice and lessons learnt.
- ❖ **PNG Tribal Foundation.** PNG and Internationally based NGO. They have a range of programs, including Sensim Pasim (Change your ways), as well as holding national and regional forums. The Tribal Foundation is a strong advocate for children and youth. We work with government departments as well as local and international organizations to provide healthcare and educational opportunities especially for Papua New Guinea's disenfranchised children.
- ❖ **Safe Schools Strong Communities NGO.** The Safe Schools project fosters healthy and respectful relationships between girls and boys and supports teachers and schools to promote a safe and supportive school environment for all children. The project works in Port Moresby schools at several levels: with Grades 6, 7 and 8 students, with youth facilitators known as 'Changemakers', and with teachers and school administrators to develop and implement a pilot 'Safe Schools Framework'. The project is also piloting work with a teacher's training college to adapt the respectful relationships and child protection content into teacher pre-service and other training courses to be taught during teacher training.
- ❖ **Susu Mamas PNG NGO.** Primary health care services for settlement and rural communities. School health services. Since 2011 the emphasis has been on the provision of integrated Family and Youth health services at; urban health facilities, rural and settlement mobile outreach clinics and in partnership with other government and non-government health care providers.
- ❖ **Youth for Change NGO** empowers young people to participate actively and effectively in preventing and addressing GBV in their own community. The program includes a Train the Trainer approach, with facilitate training to become Community Educators and Trauma Informed Peer Counsellors. The program aims to foster Private-Public Networking partnership and working collaboration with key government agencies, civil society organisations, churches, educational institutions, and donor agencies in promoting the aims and objectives of the organisation.

GENDER FUNDING: UN GEF SMALL GRANTS PROGRAMME

The UN GEF Small Grants Programme is an initiative supporting PNG women's initiatives in community driven sustainable development and resource management activities.²⁹

Gender is one of the main criteria considered for the approval of grants, as reflected in the guidelines:

- Promotion of gender mainstreaming at the earliest stages of the project cycle. Men and women participate in the initial stages of project conception, approval, and implementation.
- Needs assessment is done at the project development phase and is used to define the roles of women and men early in the project. This helps minimize conflict among different stakeholders during and after the project cycle with respect to roles in project activities and sharing of project benefits.
- Document the contribution of women to project activities in key areas where women already figure prominently (e.g., biodiversity management, in situ conservation of agrobiodiversity, conservation of medicinal plants, etc.). This contributes significantly to enhanced integration of gender considerations in current and future projects.
- SGP National Steering Committees employ checklists and criteria to assess and screen projects for how they mainstream gender. Moreover, some SGP countries have developed gender guidelines to mainstream gender into the project cycle.
- SGP's demand-driven approach at the local level increases the likelihood of receiving proposals from women and marginalized groups.
- SGP holds "proposal writing workshops" and accepts project proposals in local languages and even in oral formats through participatory video proposals. Thus, encouraging maximum participation by women, indigenous peoples and youth.
- SGP encourages women stand-alone projects in line with the GEF focal areas.
- Grantees are encouraged to participate in the global peer-learning network.
- Field evaluation, including monitoring and evaluation and participatory appraisals, incorporates gender-based indicators to track the status of gender mainstreaming in projects.
- Gender-focused training and sensitization workshops are provided for National Coordinators at the regional level and for grantees at the national level.

²⁹ See for example, the *Pari Community Reef Rehabilitation and Sustainable Livelihood Alternatives for Women Project*.

10. Appendix A: Examples of Partnerships for Women’s Empowerment in Papua New Guinea

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Women's Social Enterprise

Mangoro Market Meri: Women Guardians of The Mangroves

Objective: Strengthen conservation of mangroves and increase livelihood benefits from fisheries.

Partnership: The Nature Conservancy and Manus Environment Conservation Communities Network.

Project Benefits: food security, carbon sequestration, technical skills.

The women of Pere Village (Manus) plan to link local efforts, with ecotourism and blue carbon to create long-term solutions for mangrove conservation and PNG women's capacities. The women will develop a project to effectively and sustainably manage their mangroves and near shore fisheries. The project aims to address two problems in their communities: over-fishing and over-harvesting. The women will develop innovative approaches such as placing an economic value on mangroves for storing blue carbon.

Women's Business and Leadership

Kirapim Kaikai na Maket

Key Objective: Gardens, business and leadership

Partnership: UN Women and Women from Tsak Valley, Enga. Bana District, Eastern Highlands.

The project is implemented by UN Women and UNDP in collaboration with the Government of Papua New Guinea. It seeks to improve women's influence across a range of political processes, especially at sub-national level where there has to date been less investment. The project complements the existing work of national bodies and other development partners. It harnesses UN Women's & UNDP's access to global and Pacific good practice to ensure that quality expertise combined with locally-contextualised support is offered to national partners to progress this local agenda. The current project is to strengthen women's groups leadership capacities to 'up-skill' women to market their fresh vegetable and fruits and to better deal with conflict within their groups and within local communities.

The project enables Tsak Valley women to increase food production resilience in order to reliably produce a surplus. The women involved can then market the surplus produce as a network and increase their incomes.

The project has a goal to directly benefit 40 women each year, together with 160 indirect women beneficiaries and approximately 800 indirect family beneficiaries per year. This means that annually around 800 women and men across the Tsak Valley will receive extended training and the skills to improve their crop production and to benefit financially from their production.

Women's Business & Leadership support

Strengthening the Business Coalition for Women

Key Objective: Strengthen the business value of women in the workforce

Partnership: Papua New Guinea Business Coalition for Women Inc.

The Papua New Guinea Business Coalition for Women Inc. is a local registered organization established in 2014. It helps the private sector in Papua New Guinea recruit, retain and promote women as employees, leaders, customers and business partners. The Business Coalition works with members to introduce workplace policies and practices to encourage the participation and leadership of women in

their businesses. For example, family and sexual violence policies, anti-sexual harassment policies, workplace safety and a range of leadership and talent development initiatives. The objectives of the coalition are to ensure workplaces are safe, free from violence and supportive of staff who are survivors of family and sexual violence. Catalyse growth, innovation and team performance by developing women leaders in business through training, mentoring and other talent development initiatives. Help companies recognise the business value of women in the workforce.

Women's Business & Leadership training- Extractive Industries

Papua New Guinea Women and Extractives

Key Objective: Leadership

Partnership: Pacific Women Support Unit with Freida River Limited

The project intends to improve the representation and participation of women in negotiating mining development agreements and to achieve better economic and broader empowerment outcomes for women. It uses family and community development tools developed and tested through other projects funded by Pacific Women. The project primarily works with the seven mine-affected communities in Telefomin and Ambunti-Dreikikir Districts, West and East Sepik Provinces, to build women's leadership skills. It generates family and community support for women's inclusion and influence in negotiations and an understanding about how women's participation will see benefits flow to communities. The project uses the four Family Farm Teams modules and the games-based financial literacy and business training developed by Pacific Adventist University as the foundation for community development activities. It supports policy, regulatory and program developments at the national and industry level.

Women in Small Economic Enterprise (complimentary to Agroforestry and Eco-Tourism)

Helping Hands Honey Project

Key Objective: Honeybee Production and Training of Participants in Apiculture

Partnership: Oxfam International PNG

The project is implemented by Kelly Inae of Mountain Honey with the support of Oxfam PNG. Mountain Honey's philosophy is based around providing beekeeping training to both the wife and husband in each family. This was decided to enable the wives to know how to work on the beehives as well, so that it didn't become a man's job, and to avoid the men spending the income from the honey on their own. Kelly helps the beekeepers look after the bees, breed the queen and look after the bee box. Once the honey is produced it is then sold back to Mountain Honey. The profits earned from the honey allows families to pay their children's school fees, build new houses and invest in their own small businesses. The tools that the beekeeper needs are a bee box, a veil, a hiving tool and smoker. Mountain Honey manufactures the equipment to reduce the cost for the beekeepers. The equipment is then supplied to the farmers on a loan basis in which they pay off when they sell their honey back to Mountain Honey.

Women in Small Economic Enterprise (complimentary to Agroforestry and Eco-Tourism)

Women in Beekeeping Industry

Key Objective: Increasing the productivity and profitability of smallholder beekeeping enterprises in PNG

Partnership: Southern Cross University, Bees for Sustainable Livelihoods, PNG Coffee Industry Corporation, and the PNG Department of Agriculture and Livestock.

This project is implemented by the Australian Centre for International Agricultural Research (ACIAR) and aims to improve the productivity and profitability of smallholder beekeeping production and create opportunities for the participation of women and families in Papua New Guinea. Enterprises based on beekeeping offer many opportunities for smallholder farmers and there is strong domestic demand for honey with potential for the export of honey and beeswax. This four-year project will improve the productivity and profitability of smallholder beekeeper production by developing and testing appropriate technical, business and marketing practices for new and established bee-based businesses. Improving community-based control of diseases that constrain production and trade of bees, honey and other bee products. Build the capacity of extension and development agencies to support beekeeping as a platform for sustainable small enterprises.

Women's Health and Nutrition Training

Rotary Adopt A Village Project to Alleviate Malnutrition in PNG

Key Objective: Prevention of Malnutrition

Partnership: Rotary Club

The training was implemented by the Rotary Club PNG to raise awareness of the importance of good nutrition, clean water, health, hygiene and sanitation for strong, healthy growth of babies and young children. That the participants are aware of all the essential nutrients their bodies need from the food they eat and that they can grow the foods they need. For participants to understand that sickness, contaminated water, and poor hygiene and poor sanitation can prevent their bodies from getting all the nutrients they need. The importance of nurturing the physical and mental development of babies and young children.

Women's Leadership support

Women's Forum

Key Objective: Women in Leadership

Partnership: United States Embassy in Papua New Guinea, Department for Community Development and Religion and in 2019 the Center for International Private Enterprise

The Women's Forum brings together women in leadership roles in government, the public service, the private sector, community and churches, together with men supportive of gender equality. Participants meet, network and learn from each other. The Forum was held in Port Moresby in 2014, 2015, 2016 and 2019. In February 2017 the first Regional Highlands Women's Forum was held in Goroka. The Women's Forum is organized by the United States Embassy in Papua New Guinea, working with the Government of Papua New Guinea. Pacific Women contributed funding and logistical support to the event in 2016, 2017 and 2019. In 2019, Pacific Women contributed to the Government of Papua New Guinea's second National Men's Forum in Mt Hagen.

Women's Political Leadership support

Women Make the Change: Increased voice for Women in Political Processes

Key Objective: Women in Politics

Partnership: UN Women, UNDP in collaboration with PNG Government

The project seeks to improve women's influence across a range of political processes, especially at sub-national level where there has to date been less investment. The project builds on previous work in Papua New Guinea including the work of UN Women, UNDP and other Pacific Women partners. The project complements the existing work of national bodies and other development partners. It harnesses UN Women's and UNDP's access to global and Pacific good practice to ensure that quality expertise combined with locally contextualized support is offered to national partners to progress this local agenda. The aim of the project is that women fully and effectively participate in and have equal opportunities for leadership at all levels of decision making in political and public life. Specifically, the project's objectives are: Legal and policy frameworks and arrangements promote gender balance in political decision-making bodies. A cadre of interested diverse and capable women political leaders is formed at national and sub-national levels. Women are perceived as equally legitimate and effective political leaders as men and women are promoted as leaders in gender sensitive political institutions.

Women's Political Leadership support

Women in Leadership Support Program

Key Objective: Leadership, Women in Politics

Partnership: Department of Pacific Affairs, Australian National University

This is a five-year, inter-electoral cycle project that focuses on building the capacity of prospective women candidates to develop and implement credible and effective election campaigns. It mentors participants to establish, maintain and enhance their profiles. The project seeks to provide support for women candidates that is evidence-driven, sustained and locally responsive. Project support is strongly grounded in available evidence and takes account of the realities of contesting elections in Papua New Guinea. The goal of the project is to improve women's leadership and political participation by enhancing the competitiveness of women candidates contesting Papua New Guinea's 2017 and 2022 national elections, and the local level government elections. Specifically, the project's objectives are to help prospective women candidates mount competitive election campaigns and undertake detailed analysis of the performance of women candidates in the 2017 election and provide evidence-based support to selected candidates during the 2017 to 2022 electoral cycle.

Women's Equality and Empowerment

Women's Equality Research Training Program

Key Objective: Enhance Research Skills of PNG Researchers

Partnership: Department of Pacific Affairs, Australian National University

The Research Training Program is designed to enhance the research skills of Papua New Guinean researchers and practitioners undertaking research to inform policy and program development. It is delivered by the Department of Pacific Affairs and the Papua New Guinea Institute of Medical Research academic staff. The project's objectives are to enhance and develop the research capacity of

organisations funded by Pacific Women on issues concerning gender equality and women's empowerment in Papua New Guinea. Enhance and develop the communication skills of researchers focusing on gender issues in Papua New Guinea and generate research-based evidence that contributes to informed policy and programming regarding gender inequality in PNG.

Women in Agriculture

Women in Coffee Industry Support Project

Key Objective: Work with coffee industry stakeholders to enhance women's engagement

Partnership: CARE International in Papua New Guinea

The CARE Coffee project is implemented with coffee industry stakeholders primarily in the Eastern Highlands Province, Simbu, Morobe, Jiwaka and Western Highlands Provinces. The project supports coffee industry stakeholders to incorporate into their policies and practices approaches that enable women's meaningful engagement in the coffee industry and increase the potential for sustainable improvements throughout the coffee industry. The project supports cooperative partners to strengthen their governance and management systems. The CARE Coffee project provides training in gender, equity and diversity, in facilitation skills, family business management, financial literacy and organizational strengthening. Training is provided to extension officers, trainers, advisory groups and employees of coffee growing, export, cooperative, and smallholder groups. The project provides mentoring and field support for extension officers as they implement their learning. These activities increase women's access to training and extension services. The project uses family-based approaches to improve family business management practices.

Women in Agri-Business

Creating an Entrepreneurial Ecosystem for Women in Papua New Guinea

Key Objective: Women in Business

Partnership: Center for International Private Enterprise and The Difference Incubator

The Center for International Private Enterprise established a Women's Business Resource Centre in Port Moresby in November 2016 to help women start and successfully manage their own businesses. The project objectives in Phase 2 are to increase women's access to resources for economic empowerment such as training, mentoring and rights awareness via a walk-in business center. Set the Women's Business Resource Centre on the path towards long-term self-sufficiency. Educate Papua New Guinean university students through formal entrepreneurship instruction and develop participatory formative and summative evaluations to capture lessons learned and improve service delivery.

Women in Agri-Business

Kirapim Kaikai na Maket

Key Objective: Improve cash crop production and Leadership and Management skills

Partnership: Community Development Workers Association Inc.

The project provides training to improve members' skills in the production of resilient cash crops, leadership, management and basic business and accounting. The project uses an action learning cycle to support members to plan for crop yields, practice new gardening techniques and reflect on gardening outcomes to improve gardening. The project aims to support women farmers in targeted locations within Enga and Eastern Highlands Provinces to increase production resilience, to reliably produce surpluses that they can market through a network of women's associations. This will increase their access to income. The project has two key objectives. Improve the current food and cash crop production practices of women and improve the leadership and management skills of the relevant women's associations.

Women in Agri-Business (completed 2019)

Increasing Economic Opportunities for Women Smallholders 'Family Farm Teams'

Key Objective: Women's Economic Development

Partnership: Australian Institute for Sustainable Communities, University of Canberra through an Australian Centre for International Agricultural Research (ACIAR) managed program

The objective of the project was to enhance the economic development of Papua New Guinean women smallholders by building their agricultural and business acumen. The research sought to contribute to the understandings of the family, cultural, and gender factors that impact on the economic development of women. The research objectives of the project were to examine the capacity development of women as community-based agricultural leaders. 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. Further develop the peer education model of agricultural extension. Examine the uptake and impact of a family team approach to farming for women and girls and explore the capacity development of Papua New Guinea agricultural focused agencies in gender inclusive and gender sensitive extension delivery.

Women's Maternal Health

Mamayo Project – Women's Maternal Health

Key Objective: Improved Reproductive and Maternal Health of Women

Partnership: CARE International in Papua New Guinea

The Mamayo project draws on experiences and lessons from health and economic empowerment projects in Papua New Guinea. It builds family and community support for women's access to reproductive and maternal health and greater participation in economic opportunities and benefits for women. The project aims to improve the reproductive and maternal health of women and their families in disadvantaged rural areas of Papua New Guinea by promoting gender equality in decision making and women's participation in economic opportunities and benefits. The project specific objectives are community and family support: Increase community and family support for women's participation in economic opportunities and benefits and access to reproductive and maternal health services. Community and family care: Women and their families have the knowledge and skills to access reproductive and maternal health services and create safer healthier homes and families. Health system support: Health systems are supported to provide high quality reproductive and maternal health services that are acceptable to the communities.

Women's Maternal Health & Family Planning

Kisim Femili Plenin Strongim Kommuniti

Key Objective: Family Planning

Partnership: FHI 360

The project complements the Kommuniti Lukautim Ol Meri (communities looking out for women) project. It adopts similar approaches to use community mobilisers to educate the community, family and individuals. The project aims to increase access to and uptake of modern family planning methods, especially for young women and men. The project's objectives are to increase the demand for use of family planning among married men and women and unmarried adolescents using targeted inter-personal communication and community mobilisation programs that transform traditional gender norms, improve access to quality, free, client-centered family planning services, including contraceptives, through existing networks of health service providers. Provide reproductive health services, including family planning and modern contraceptives, to youths and adolescents that respond to their health needs and are delivered in youth friendly spaces.

Women's and Girl's Health and Hygiene (completed 2017)

The Last Taboo: Research on managing menstruation in the Pacific

Key Objective: Women and Girls Menstrual Hygiene Management.

Partnership: Burnet Institute, WaterAid and International Women's Development Agency

The Last Taboo project provided formative research on barriers to women's and girls' effective menstrual hygiene management and the potential impacts of menstruation on their participation in education and income generation. The research was conducted in Papua New Guinea (Bougainville and the National Capital District), Solomon Islands and Fiji. The research in Papua New Guinea was conducted in March 2017 with support from Susu Mamas and Plan International. A final report and detailed reports on each of Papua New Guinea, Fiji and Solomon Islands were published in July and August 2017.

Women's GBV Support (NCD)

Bel Isi PNG: Femili PNG

Key Objective: Improving Family and Sexual Violence Services in Port Moresby

Partnership: UNDP

Femili PNG and the UNDP signed an agreement of PGK 275,000.00 in July 2020 to support survivors of FSV and GBV to have access to safe accommodation, medical assistance, and emergency supplies. The funds will also support the operation of safe houses, and Femili PNG's partners with Personal Protective Equipment supplies as well as COVID-19 prevention information. The funding will support Femili PNG's continuous efforts in addressing these challenges in the communities."UNDP has played a key role in supporting the establishment of the Government's National Strategy to Prevent and Respond to Gender Based Violence, 2016-2025. The strategy provides a roadmap to guide an inclusive government-led approach in implementing all legislation, policies and programme to address GBV and FSV. It is part of the EU-UN Spotlight Initiative in PNG where UNDP is leading work on establishing coordination mechanisms on GBV response and prevention on the national and provincial level as well as working with police and village courts.

Women's GBV Support

Responding to Gender-Based and Sorcery-Related Violence in the Highlands

Key Objective: Gender Based Violence and Sorcery related violence prevention

Partnership: Oxfam International Papua New Guinea

The project started in the Highlands region to respond to sorcery accusation-related and gender-based violence, by providing repatriation and reintegration support and crisis services to survivors. The first phase demonstrated that repatriation and reintegration was a viable pathway out of violence and, as a result, the approach has been expanded nationally. The program is structured around three interlinked and interdependent pillars of work: primary prevention; crisis support services; and advocacy and influence. The project aims to ensure that women, men and children live free from violence in a society where everybody is considered equal and their rights are respected. The project's objectives are to see positive changes in attitudes, behaviors and norms associated with gender-based violence and sorcery accusation-related violence. A whole-of-system approach that coordinates quality crisis support services that are adaptive to the needs of survivors.

Women's GBV Support

Family and Sexual Violence Case Management: Building on Success for National Impact

Key Objective: Family and Sexual Violence

Partnership: Femili PNG Inc.

Femili PNG provides the following services in collaboration with partners, integrated case management services to survivors of family and sexual violence, to help them access counselling, support and other interventions for protection and justice. Advocacy and support for clients (women, men and children) seeking interim protection orders or going to court. Practical assistance, including referrals to services such as safe houses, police or medical care, relocation of clients, provision of food and secure transport to other service providers. Coordination with police, welfare services, and other service providers, including case conferences to work on solutions for complex and high-risk cases. Femili PNG has four strategic objectives, as a national centre of excellence, provide effective and coordinated case management approaches for people experiencing family and sexual violence. Foster strong partnerships with other Papua New Guinea Government and civil society agencies to promote effective responses to family and sexual violence, both in Lae and across Papua New Guinea. Undertake operations-based and research-based advocacy to improve the response to family and sexual violence across Papua New Guinea and be well-run and sustainable Papua New Guinean non-government organization.

Women's GBV Support

Building the Capacity of the Family and Sexual Violence Action Committee

Key Objective: Family and Sexual Violence, Gender Based Violence

Partnership: National Secretariat of the Family and Sexual Violence Action Committee through the Institute of National Affairs

The Family and Sexual Violence Action Committee (FSVAC) is a sectoral committee of the Consultative Implementation and Monitoring Council. Administered by the Institute of National Affairs, the Council

brings together civil society, private sector and government partners to develop policy, and influence and monitor government decision making for the long-term development of Papua New Guinea. The FSVAC's mandate is to reduce the occurrence of and suffering caused by family violence or other forms of gender-based violence and to increase access to support services and justice for survivors. The FSVAC provides coordination, networking, advocacy and capacity building services to over 80 network partners. Promote and advocate for government and civil society action to address family and sexual violence. Coordinate and build capacity of key institutions working to prevent and respond to family and sexual violence.

Women's GBV Support

Kommuniti Lukautim Ol Meri

Key Objective: Reducing Violence against Women

Partnership: FHI 360 with Western Highlands, East and West Sepik Provincial Health Authorities, Papua New Guinea Microfinance Limited/MiBank and Pacific Adventist University

The Kommuniti Lukautim Ol Meri (communities caring for women and girls) project is helping to reduce the levels of violence against women and girls in selected sites in Western Highlands, East and West Sepik Provinces. It expands on earlier phases funded by the Australian Government. The project aims to reduce the level of violence against women and girls and support survivors of violence in selected communities in East Sepik, West Sepik and Western Highlands provinces through strengthening community systems and service delivery. The project's objectives are to mobilise, educate, and empower women and men in target provinces to take actions to stop violence against women and girls. Improve access to quality services for survivors in target provinces. Create enabling environments in schools and communities to support women and girls to exercise choices, access services and participate in decision making processes.

Women's GBV Support

From Gender-Based Violence to Gender Justice and Healing in Bougainville

Key Objective: Reduce Family and Sexual Violence

Partnership: International Women's Development Agency in partnership with the Nazareth Centre for Rehabilitation

The project aims to reduce family and sexual violence in Bougainville by addressing the root causes of gender inequality. It does this through supporting Bougainville women's human rights defenders to lead responses to, and prevention of, family and sexual violence with government and communities. It enables men and women to prevent family and sexual violence at community level by promoting shared power and decision making between women and men. The project's objectives are to provide crisis services to survivors of family and sexual violence (counselling, accommodation, access to justice, repatriation, case management and referrals). Provide ongoing capacity building for trauma counsellors. Continue to strengthen women's human rights defenders and their work with communities on preventing and addressing gender-based violence and work with male advocates and men.

Women's GBV Support

Creating a Movement to End Violence against Women and Girls in PNG

Key Objective: Ending Violence against Women and Girls

Partnership: Population Services International

The twin goals of the SASA! pilot was to shift a community's norms that accept and perpetrate violence and gender inequalities to norms that actively work to prevent them, and to validate the effectiveness of SASA! in a rural and urban community. Based on the original SASA! model, the project sought the following outcomes, a reduction in the social acceptance (attitudes) of gender inequalities and violence against women, including acceptability of perpetrating physical and sexual intimate partner violence against women and acceptability that a woman cannot refuse to have sex. A reduction in sexual risk-taking attitudes (HIV risk related) and behaviours. An increase and improvement in community activism, support and response to women experiencing physical and/or sexual intimate partner violence, including help-seeking behaviors at an individual and community levels.

Women's GBV Support (NCD)

Bell Isi PNG: Improving Services & Inspiring Leadership to address Family & Sexual Violence

Key Objective: Improving Family and Sexual Violence Services in Port Moresby

Partnership: Oil Search Foundation

The Bel Isi PNG initiative aims to inspire the private sector, in partnership with government and civil society, to play a transformational leadership role in changing attitudes towards family and sexual violence and improving services for survivors. The initiative's objectives are that the private sector comprehensively addresses the impact of family and sexual violence on the workforce and eventually reduces the cost of family and sexual violence on business. Effective case management and safe house services for people experiencing family and sexual violence is provided. Promote strong partnerships and improve coordination and quality of family and sexual violence services in Port Moresby and effectively manage a sustainable initiative and ensure a safe and secure environment for staff and clients.

Category: Women's GBV Support

Bel Isi PNG: Measuring the Business Case Research

Key Objective:

Partnership: International Finance Corporation in partnership with the Business Coalition for Women

A study undertaken in 2014 demonstrated the high cost to companies of family and sexual violence in Papua New Guinea through lost revenue from employees' lost workdays and productivity. This data was important in building support within the private sector to adopt the family and sexual violence policies and procedures offered by the Business Coalition for Women and to generate support for the Bel isi PNG public private partnership launched in September 2018. This new study works with three Bel isi PNG subscribers: the Bank of South Pacific, Nambawan Super and Steamships Trading Company Limited. It focuses on collecting evidence of the measurable benefits to businesses of addressing family and sexual violence and supporting survivors in the workplace. The study will investigate the benefits

companies experience by providing a structured workplace response to employees who have experienced family and sexual violence, including a subscription to Bel isi PNG and introduction of workplace family and sexual violence policies. The research will focus on five main indicators, the prevalence of and attitudes in the workplace about family and sexual violence; costs of family and sexual violence to businesses; impacts of family and sexual violence on employees; impacts and cost benefits of responses to family and sexual violence on businesses; and impacts of responses to family and sexual violence.

Women's GBV Support – Safe Schools

Safe Schools Strong Communities

Key Objective: Healthy and Respectful Relationships

Partnership: Equal Playing Field

The Safe Schools project fosters healthy and respectful relationships between girls and boys and supports teachers and schools to promote a safe and supportive school environment for all children. The project works in Port Moresby schools at several levels: with Grades 6, 7 and 8 students, with youth facilitators known as 'Changemakers', and with teachers and school administrators to develop and implement a pilot 'Safe Schools Framework'. The aim of the Safe Schools project is to effect positive change in perceptions of gender norms and relationships within school populations in Port Moresby through scalable solutions. Teachers and institutions are resourced, and their capacity built to deliver child protection and respectful relationship education and partner schools are more able to appropriately address child protection and school-based GBV.

Women's GBV Support – Safe Markets

Safe & Prosperous Districts: Linking communities to markets for secure livelihoods

Key Objective: Women's economic empowerment through safe markets

Partnership: UN Women

The Safe and Prosperous Districts project focuses on promoting women's economic empowerment, through safe and economically vibrant district markets. An estimated 85 per cent of employment opportunities in Papua New Guinea are in the agriculture sector. However, opportunities to earn income are undermined by gender-based violence, which is endemic in markets and public transport systems. Lack of women's decision making in the administration and management of public spaces, diminishes the potential for women to earn and control income, constraining the economic prosperity of Papua New Guinea. The project is focused on improving women's ability to earn and control income in safe and prosperous markets. The objectives of the project are accountable governance and operational market management systems that include women's voice. Women are empowered to stand up for their rights, voice their concerns with market and authorities and duty bearers, and resolve problems that adversely affect their wellbeing. Women vendors have increased economic opportunities and control over their income.

Women's GBV Support

Safe Public Transport for Women, Girls and Children

Key Objective: Safe Public Transport for Women, Girls and Children

Partnership: UN Women with Ginigoada Foundation

The aim of the project is to support the provision of safe, reliable and affordable public transport that enables women, girls and children to move freely and safely (around Port Moresby and Lae). The four objectives are aligned to the UN Women Safe City and Public Spaces Global Flagship Initiative. They are reformed and enhanced implementation of public transport regulations and rules, policies, legislation, and procedures that support the prevention of and protection from all forms of violence against women, youth, and children and increased access to economic opportunities. Enhanced capacity of duty bearers, including transport operators and drivers, to prevent and respond to sexual violence against women in and around public transport. Transformative social behavior changes among public transport users to support, articulate, and advocate for women's and girls' rights to a life free of violence. Gender-sensitive infrastructure and social planning measures are put in place to address women's and girl's mobility on and safety in and around public transport.

Women's GBV Support

A study of protection orders as a key response to domestic & family violence

Key Objective: Family Protection orders in PNG

Partnership: Department of Pacific Affairs, Australian National University

The project aims to investigate the expectations, use and efficacy of family protection orders in Papua New Guinea since the introduction of the Family Protection Act 2013. Specific research questions are: What do the complainants want when seeking protection orders and what do they expect of protection orders? How is the process being conducted? How many orders are being granted and are they meeting the needs of complainants? Are the conditions of the orders being respected, and if not, what are the consequences of breaches? How are protection orders being used by complainants to try to ensure their safety? Why? How do these processes interact with community / customary / church mechanisms of ensuring safety? What are the practice changes reported by District and Village Court officials relating to family protection orders? What are their attitudes and how much knowledge do they have?

Sorcery Violence Strategy

Developing Strategies for Social Change against Sorcery Accusation-Related Violence

Key Objective:

Partnership: Queensland University of Technology in partnership with the Centre for Social and Creative Media at the University of Goroka

The aim of this research project is to address violence related to accusations of sorcery in Papua New Guinea, specifically to develop audio-visual education, advocacy and awareness materials that capture initiatives that break the link between sorcery and violence and demonstrate best practice examples of tackling sorcery accusation-related violence. Develop and implement a strategy to ensure communication of the materials and messages to key stakeholders and the public. Identify and network with organisations and individuals to provide mutual support and assistance in creating educational resources and advocacy strategies and establish the Centre for Social and Creative Media and the University of Goroka as a key hub for audiovisual educational resource material on social issues and

strengthen networking and collaboration with other partners to provide a holistic response to sorcery accusation-related violence in Papua New Guinea.

Sorcery Violence support

Improving the Impact of Interventions in Overcoming Sorcery Accusations-Related Violence

Key Objective: Sorcery Related Violence interventions

Partnership: School of Regulation and Global Governance (RegNet), Australian National University

This project supports Papua New Guinean partners to address sorcery accusation-related violence by developing and communicating a body of evidence regarding which interventions to break the link between sorcery accusations and violence are working and why, and how they can best be supported. Specifically, the project's objectives are to map the terrain to build the evidence-base. Support evidence-based training and awareness programs in accordance with the Sorcery Accusation Related Violence National Action Plan. Inform policy frameworks and research agendas and build and strengthen institutional linkages between the Australian National University and key Papua New Guinean institutions working in this area.