

Response to questions on notice:

**Mrs PRENTICE:** In your program that you are delivering in Papua New Guinea at the moment, the deployment support service of provincial and local level governments, is there any emphasis on women in those roles?

See below information about the GESI initiative in Papua New Guinea. In this brief you will see that the initiative works in Gulf and West New Britain Provinces

## **Support to Gender Equality and Social Inclusion (GESI) through Coffey-managed activities in Papua New Guinea**

### **BACKGROUND**

Papua New Guinea exhibits some of the highest prevalence of gender based violence globally. With Australian Government funds, Coffey provides gender and social inclusion advisors through the Economic and Public Sector Program (EPSP) and the Provincial and Local Level Government Program (PLGP) to work closely with the PNG Government. Together they have developed the National Public Service GESI Policy. The policy, which has been designed to be mainstreamed into governance systems and structures throughout the public service, is now officially recognised through Government legislation and regulation and is having a positive impact on individuals, families and communities. Over PGK30 million has been allocated from the national budget for 2015 GESI activities

### **KEY MILESTONES**

- **October 2012:** Launch of the GESI campaign. Production of an information DVD encapsulating the commitment from prominent public service leaders to embrace GESI driven change.
- **Late 2012:** Inclusion of Gender Equality, discrimination and social inclusion issues, such as HIV AIDs and disability, in the public service general orders for the first time.
- **13 December 2012:** Production of the first public service GESI policy and implementation plan, following consultations across many stakeholder agencies and NGOs (conducted by the gender advisors).
- **30 January 2013:** Participation of four government ministers in the launch of the GESI policy (officiated by the Minister for Public Service on behalf of the Prime Minister). The gender advisers helped shape a commitment by the Minister to substantial increases to the numbers of women in leadership and equal representation in the public service.
- **20 March 2013:** Ongoing delivery of government Circular instructions directing all national department heads to implement the GESI policy.
- **12 June 2014:** Establishment of GESI focal points in government agencies. Following presentation of a detailed business case by the gender advisers, DPM issued a circular instruction 8/2014 directing all government agency heads to appoint GESI focal point positions in staffing establishments and budgets. This instruction is regarded as a world's first in mainstreaming and best practice for gender development.
- **September 2014:** Proclamation of the new Public Services Management Act. Section 74 which reflects GOPNG's commitment to GESI was drafted with support from by Coffey's gender advisers. The Act elevates GESI to law. One outcome is that GESI performance indicators for department heads are now being included in all new contracts.

## **ONGOING ACTIVITIES**

### **Workshops**

The gender team has helped facilitate over 115 workshops and meetings with more than 1300 government employees to further mainstream GESI. The GESI team also continues to respond to requests from the private sector for expert guidance in this area

### **Focal Points and Communities of Practice**

The gender advisers facilitate the on-going development of the focal point network to assist in further GESI implementation. In particular, they advocate the sharing of methodologies on strategies and activities to support GESI implementation and have encouraged the development of management action plans and budgeting linked to planning and staffing.

### **Women in Leadership Program**

The Women in Leadership Group (WIL) is a strong and vocal group made up of some of the most influential current and former women leaders in the public sector. The group, originally formed as part of research project, is now engaging in sponsoring and mentoring other women leaders and advocating for the equality of women and better representation at the highest levels of government. The WIL group is ably led by respected former PNG government minister Dame Carol Kidu and our Senior Gender Specialist Jane Kesno. The gender team also provide secretariat support and advice.

### **Policy Implementation and Planning Sessions**

Since the launch of the GESI policy the Department of Personnel Management (assisted by the gender team) has conducted 12 Policy implementation planning sessions (PIPS) across government agencies. A number of agencies have now drafted GESI implementation plans.

### **Male Advocacy Network (MAN)**

The gender team supports the Male Advocacy Network (MAN) which is men advocating for women's human rights and for the elimination of violence against women. Since MAN's establishment, DPM has hosted and coordinated training for men in 26 agencies and affiliated NGOs. Intensive training facilitated by the Fiji Women's Crises Centre and regular bi-monthly meetings of the network have resulted in these advocates coordinating a number of awareness raising activities and advocacy in their own departments. Their input has been pivotal to GESI's success.

### **GESI toolkit**

The GESI Toolkit is a practical guide for public servants tasked with the implementation of the GESI policy.

### **GESI implementation in provinces (pilots) – Gulf and West New Britain**

The gender team helped implement two pilots to test how GESI could be implemented at provincial level. The pilot activities helped to identify the key elements for an implementation framework that could be rolled-out to other provinces, including:

- The establishment of regional committees,
- Incorporation of GESI activities into Corporate and Action Plans,
- Women's leadership development,
- Capacity needs analysis,
- Gender Based Violence support desks, and

- Complaints and feedback processes.

## **OTHER HIGHLIGHTS**

- On-going development of GESI budgets, implementation plans and local policies in departments;
- The purchase of buses by the Department of Works to transport women safely to and from work;
- 20 days of international activism activities (such as White Ribbon day);
- Sensitization, mainstreaming into recruitment, induction, appointment processes and help desks launched in the Department of Finance and the two pilot provinces; and
- A zero tolerance to domestic violence has been included in government housing rental agreements.

## **2015 IMPLEMENTATION**

In the coming year, the gender team will continue to work closely with DPM in the further implementation of the GESI policy regionally. Key proposals include:

- Exploring community and public/private sector partnerships. Possibilities include partnerships with banking institutions for delivery of education and encouragement of women's economic independence and mining companies for incorporation and funding of the MAN initiative
- Engagement of the Australian Public Service Commission to deliver an 'Emerging Women in Leadership Program'
- Advocacy initiatives during the 2015 year of Male Advocacy for Women's Human Rights
- production of a documentary video
- Closer engagement with the private sector. Oil Search has recently expressed an interest in the program after male advocates recently presented workshops to over 250 staff and community members.

**CHAIR:** What your project management costs are as a proportion of the overall budget? What does that typically represent?

When managing contractors such as Coffey are contracted as aid implementation experts to deliver activities on behalf of the Australian Aid programme, the government is then able to rely on us to provide a range of services under that contract. Some of those key services we can provide include:

- Financial management – ensuring that Australian taxpayers' money is managed in accordance with the financial management act, Commonwealth grant guidelines. We provide programmed internal audit services to the programmes we manage as well as independent audits
  - Each activity is subjected to a risk and fraud control strategy in compliance with the Commonwealth Fraud Control Framework
- Management of human resources appropriate to the activity
  - Performance management
  - Payroll
  - Recruitment and mobilisation of international and locally engaged staff
- Programme performance and risk management
- Monitoring and Evaluation
- Ensuring that other Commonwealth acts and guidelines are met
- Insurance
- Technical support in
  - Legal and contract advice

- Gender and social inclusion
- Research, Monitoring and Evaluation
- Communications (including website and other products) and Australian Government branding
- Sectoral technical support (such as health, education)
- Records management in compliance with the Privacy Act

Compliance with Australia Government policies including:

- Development for all: Towards a disability-inclusive Australian Aid program
- Child protection
- Family planning and the Aid program; Guiding principles
- Environment management guide for Australia's aid programme
- Promoting opportunities for all: Gender Equality and women's empowerment
- The Workplace Gender Equality Act

In delivering these services among others Coffey utilises the experience and skills of staff based in Australia and in the counties we deliver the activity, as well as capacity-building local staff for the longer term. These people generally bring skills and experience in:

- Project management
- Financial management, accounting and fraud investigation
- Human resource management
- Recruitment
- Sectoral experience (health, infrastructure, governance, education)
- Legal
- Communications and IT

The breakdown of the costs can broadly be defined into three categories:

**Activity costs.** Depending on the nature of the activity these can take the form of goods used (such as materials for construction or maintenance), services (training courses and technical personnel), grants (such as in the example of the Enterprise Challenge fund), awards (or short courses)

**Support costs.** These can be quite varied depending on the nature of the activity and the country. These include; office rental (some activities have multiple locations in a country or region), office equipment (including IT), office running costs, security costs, travel (international, domestic, air, land and sea), locally engaged administrative staff,

Coffey's charges to professionally manage such activities as outlined above varies on the size, location and modality of the activity.