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# The Government of Papua New Guinea and the United Nations in PNG 2011 Annual Work Plan for

# Women in Leadership

***Implemented by the Department for Community Development***

**With Responsible Parties:**

Gender and Development Branch of DFCD, Office for Development for Women, National Council of Women, Integrity of Political Parties, PNG Media Council, Department for Provincial Affairs and Local Level Government, Simbu Provincial Government

Country: **Papua New Guinea**

**UNCP Outcome(s):** By 2012 women and girls will experience fewer gender inequalities.

**Expected Intermediate Outcome(s):** Women access decision making roles and make use of existing mechanisms, including legislation and policies that promote or hold concrete provisions for women to take up leadership roles in the Papua New Guinea Society.

*(Those that are linked to the intervention and extracted from the UNCP Action Plan)*

**Expected Output(s): 1.** GoPNG has the capacity to formulate policies and legislation for women’s access to decision making mechanisms.

**2.** ODW in coordination with stakeholders formulates and implements a Communication and Advocacy Strategy on WIL

**3.** Communities have mechanisms in place that promote and provide an enabling environment for WIL

**4.** NCW, ODW and DFCD have capacity to mutually agree on and effectively perform their roles and responsibilities.

*(Those that are linked to the intervention and extracted from the UNCP Action Plan)*

**Implementing partner: Department for Community Development**

**Responsible Parties and other Partners:** Gender and Development Branch (DFCD), odw, NCW, PNG Electoral Commission, Integrity of Political Parties Commission, PNG Media Council, DPLGA, NCDC, Simbu Provincial Government

**ExCom Agency UNDP**

**Participating Agencies** UNIFEM, UNFPA, UNHCR, WHO

**Narrative**

The 2011 AWP captures all the activities that the UN will undertake with partners in supporting the intermediate outcome of enabling women access decision making roles as well as making use of the existing mechanisms, including legislative and policies formulation that promote or hold concrete provisions for women to take up strategic leadership roles. The 4 interrelated outputs with activities aim at the attainment of the annual targets and deliverables for each of the outputs. The overriding theme is to build the capacities of the partner organizations to undertake and lead the necessary actions to achieve these outputs.

The UN’s value added is in its human rights based approach to programming, joint mobilization of the individual U agency mandates, its comparative advantage and its ability to harness international experiences, lessons learnt and best practices to support its efforts locally. UN agencies will coordinate the support of the activities to ensure resources mobilized are used efficiently and avoid duplication

The crux of UN support in 2011 is ensuring that key national institutions and CSOs responsible for women’s advancement are equipped with necessary capacities and skills to execute their functions effectively and efficiently. A capacity assessment has been undertaken in 2010 of the 3 national women’s machineries with a capacity development package expected to be implemented in 2011. Innovative methodologies and tools such as the **Building Resources in Democracy, Governance and Elections** BRIDGE, **Leadership Development Programme** (LDP) and **Good Governance and Gender Equity** (GEGG) necessary to enhance the capacities of local and national leadership of women, gender equality sensitization of MPs and political parties, and urban/provincial municipal authorities relating to women’s participation in governance in the local markets. The key elements of the policy and advisory support are to coordinate the efforts of DFCD to implement the activities described in this AWP with its stakeholder partners.

**Total Estimated annualized budget: US$ 2,002,250**

1. Unfunded budget: **1,240,000**
2. Funded budget: **762,250**

**Allocated resources**

* Government 0
* UNDP **300,000**
* UNIFEM **605,000**
* UNFPA **167,250**
* UNHCR **5,000**
* WHO 5**0,000**

Programme Period: 2008-2012

Programme Component: Gender

Intervention Title: Women in Leadership

Budget Code: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Duration: 2011

**Agreed by (Implementing Partner):**

**Mr. Joseph Klapat**

**Secretary for Community Development**

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**Agreed by (ExCom Agency):**\_\_­­­­­­­­­­­

**David McLachlan Karr**

**UNDP Resident Representative**

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|  | **Expected output** | | | | | | **Indicators** | | | | |  | | |  | | |  | | |  |  | | | |  | | | **Baseline** | | | | | **Annual Target** |  |
|  | **Output code: 12.1** | | | | | |  | | | | | | | | | | | | | | | | | | | | | |  | | | | |  |  |
|  | ***Government has the capacity to formulate policies and legislation for women’s access to decision making processes*** | | | | | | # NEC submission for Reserved Seats for women endorsed by NEC | | | | | | | | | | | | | | | | | | | | | | 0 | | | | | 1 |  |
|  | # of consultations on the National Women’s Policy | | | | | | | | | | | | | | | | | | | | | | 0 | | | | | 2 |  |
|  | # discussion by parliament on the adoption of the Organic Law on Gender Equality  # gender workshop for MPs and Political Parties to adopt and integrate gender equality in their functions | | | | | | | | | | | | | | | | | | | | | | 0  0 | | | | | 0  4 |  |
| # women candidates and appointed and elected women representatives who have received training and ongoing support at Local Level  # women inclusive and gender sensitive government structures, operations and procedures | | | | | | | | | | | | | | | | | | | | | | **0**  **0** | | | | | 8  4 |  |
| **Annual Deliverable** | | |  | | |  | | | | |  | | |  | | |  | | |  |  | | | |  | | | **Resp. Party** | | | | | **UN Agency** |  |
|  | * 1. **Gender workshops for MPs and Political Parties to support women candidates** | | | | | | | | | | | | | | | | | | | | | | | | | | | | **G&D DFCD, ODW** | | | | | **UNDP** |  |
|  | **Activities** | | | | | | | | | | | **Q1** | | | **Q2** | | | **Q3** | | | **Q4** | **Source of funds** | | | | **Budget Description** | | | | | **Amount (funded)** | | | **Amount (unfunded)** |  |
|  | * + 1. Gender workshops conducted for MPs | | | | | | | | | | |  | | | X | | | X | | |  | Non-core UNDP | | | | TA, workshops, travel  , | | |  | | | | | 50,000 |  |
|  | * + 1. Meetings for TWG on WIL | | | | | | | | | | | x | | | X | | | x | | | x | Core-UNDP | | | | Costs for launch | | | 4,000 | | | | |  |  |
|  |  | | | | | | | | | | |  | | |  | | |  | | |  |  | | | |  | | |  | | | | |  |  |
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|  | **Annual Deliverable** | | |  | | |  | | | | |  | | |  | | |  | | |  |  | | | |  | | | **Resp. Party** | | | | | **UN Agency** |  |
|  | * 1. **Draft legislation on Organic Law on Gender Equality** | | | | | | | | | | | | | | | | | | | | | | | | | | | | **DFCD, ODW** | | | | | **UNDP** |  |
|  | **Activities** | | | | | | | | | | | **Q1** | | | **Q2** | | | **Q3** | | | **Q4** | **Source of funds** | | | | **Budget Description** | | | **Amount (funded)** | | | | | **Amount (unfunded)** |  |
|  | 1.2.1 Research undertaken on review of existing GE policies and legislation as base document for the development of the Organic Law on Gender Equality | | | | | | | | | | |  | | |  | | | X | | | X | UNDP | | | | Technical assistance, Travel, Costs for meetings | | | 24,500 | | | | | 30,000 |  |
|  |  | | | | | | | | | | |  | | |  | | |  | | |  |  | | | |  | | |  | | | | |  |  |
|  |  | | | | | | | | | | |  | | |  | | |  | | |  |  | | | |  | | |  | | | | |  |  |
|  | **Annual Deliverable** | | |  | | |  | | | | | | | | | | | | | | | | | | |  | | | **Resp. Party** | | | | | **UN Agency** |  |
|  | **1.3 National Women and Gender Equality Policy launched** | | | | | | | | | | | | | | | | | | | | | | | | | | | | **ODW, NCW and G&D** | | | | | **ALL UN** |  |
|  | **Activities** | | | | | | | | | | | **Q1** | | | **Q2** | | | **Q3** | | | **Q4** | **Source of funds** | | | | **Budget Description** | | | **Amount (funded)** | | | | | **Amount (unfunded)** |  |
|  | 1.3.1 Launch and rollout of the NWGE | | | | | | | | | | | X | | |  | | |  | | |  | UNDP | | | | Launch costs | | | 2,500 | | | | | 5,000 |  |
|  | 1.3.2 Conduct training for political parties and government bodies using the TSM toolkit | | | | | | | | | | |  | | | x | | | x | | |  | Non core-UNIFEM | | | | Costs for meetings, Travel | | | 20,000 | | | | |  |  |
|  | 1.3.3 Gender mainstreaming in Health | | | | | | | | | | |  | | | X | | | X | | |  | Core - WHO | | | | Training | | | 30,000 | | | | | 10,000 |  |
|  | **Annual Deliverable** | | |  | | |  | | | | |  | | |  | | |  | | |  |  | | | |  | | | **Resp. Party** | | | | | **UN Agency** |  |
|  | **1.4 Sex disaggregated data base established** | | | | | | | | | | | | | | | | | | | | | | | | | | | | **ODW,** | | | | | **UNDP** |  |
|  | **Activities** | | | | | | | | | | | **Q1** | | | **Q2** | | | **Q3** | | | **Q4** | **Source of funds** | | | | **Budget Description** | | | **Amount (funded)** | | | | | **Amount (unfunded)** |  |
|  | 1.4.1 Support ODW in the establishment of sex disaggregated data base | | | | | | | | | | |  | | |  | | | X | | |  | UNDP | | | | TA, travel, meetings | | | 30,000 | | | | | 60,000 |  |
|  | 1.4.2 Support research on experiences of women MPs in Bougainville | | | | | | | | | | | x | | | x | | | x | | | x | UNIFEM | | | | TA, travelling, IEC | | |  | | | | | 20,000 |  |
|  | * + 1. Support research on practices of political parties to increase women’s political participation | | | | | | | | | | | x | | | x | | | x | | | x | Core- UNIFEM | | | | TA, travelling, IEC | | | 20,000 | | | | |  |  |
|  | * + 1. Panel Community surveys     2. Conduct Equity analysis using the last PNG DSH     3. Support research on transitional phases of women in leadership (new initiative) | | | | | | | | | | | X | | | X | | | X | | | X | Core - UNIFEM  None core WHO  UNIFEM | | | | TA, publication  TA, production  TA, workshop, travelling, publication, meetings | | | 30,000  20,000 | | | | | 20,000 |  |
|  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | **Expected output** | | | | | | **Indicators** | | | | |  | | |  | | |  | | |  |  | | | |  | | | **Baseline** | | | | | **Annual Target** |  |
|  | **Output code 12.2** | | | | | |  | | | | | | | | | | | | | | | | | | | | | |  | | | | |  |  |
|  | ***Office for Development of Women (ODW) in coordination with stakeholders have the capacity to formulate and implement a communication and advocacy strategy on women in leadership*** | | | | | | Fully functional organigram in place  # Workshops and consultations conducted | | | | | | | | | | | | | | | | | | | | | | 0 | | | | | 1 |  |
|  | # of strategic plans and polices in place for ODW | | | | | | | | | | | | | | | | | | | | | | 0 | | | | | 2 |  |
|  | # Network of media and CSOs established and functional | | | | | | | | | | | | | | | | | | | | | | 0 | | | | | 6 |  |
|  |  | | | | | | | | | | | | | | | | | | | | | |  | | | | |  |  |
|  | **Annual Deliverable** | | |  | | |  | | | | |  | | |  | | |  | | |  |  | | | |  | | | **Resp. Party** | | | | | **UN Agency** |  |
|  | **2.1 Advocacy and Communication Strategy on WIL in place** | | | | | | | | | | | | | | | | | | | | | | | | | | | | **ODW, PNG EC, PNG Media Council, NCW** | | | | | **UNIFEM** |  |
|  | **Activities** | | | | | | | | | | | **Q1** | | | **Q2** | | | **Q3** | | | **Q4** | **Source of funds** | | | | **Budget Description** | | | **Amount (funded)** | | | | | **Amount (unfunded)** |  |
|  | 2.1.1 Support the implementation of the Advocacy and Communication Strategy on WIL in coop with UNDP and with relevant responsible Parties | | | | | | | | | | | X | | |  | | |  | | |  | Noncore-UNIFEM | | | | Ta Service fee | | | 50,000 | | | | | 50,000 |  |
|  | 2.1.2 Interpretation Workshop to assess the 6 months impact of the new Advocacy and Communication Strategy on WIL in cooperation with UNIFEM | | | | | | | | | | |  | | |  | | | x | | |  | Core-UNDP | | | | Workshop and printing | | | 25,000 | | | | | 15,000 |  |
|  | 2.1.3 Support the capacity building and the implementation of the ADCOM strategy at provincial levels (BRIDGE) | | | | | | | | | | |  | | | X | | | X | | |  | Noncore-UNIFEM | | | | TA, services to provincial media | | | 20,000 | | | | | 50,000 |  |
|  | 2.1.4 Interactive radio programme | | | | | | | | | | | X | | | X | | | X | | | X | Core – UNDP | | | | Broadcast costs | | | 5,000 | | | | | 20,000 |  |
|  | 2.1.5 Production of training, advocacy and awareness raising materials | | | | | | | | | | | x | | | x | | | x | | | x | UNFPA | | | | Printing | | | 27,250 | | | | |  |  |
|  | 2.1.6 Media advocacy workshop on women’s participation in LLG for provincial and district administrators (regional levels)’ | | | | | | | | | | | x | | | x | | | x | | | x | UNFPA | | | | Workshop, travel | | | 50.000 | | | | |  |  |
|  | 2.1.7 Seminar with national MPs and church leaders | | | | | | | | | | | x | | | x | | | x | | | x | UNFPA | | | | Workshop, travel | | | 40.000 | | | | |  |  |
|  | 2.1.8 CEDAW/NCW act (Voter and Civic education | | | | | | | | | | | x | | | x | | | x | | | x | UNFPA | | | | TA, printing | | | 50.000 | | | | |  |  |
|  | **Expected output** | | | | | | **Indicators** | | | | |  | | |  | | |  | | |  |  | | | |  | | | **Baseline** | | | | | **Annual Target** |  |
|  | **Output code: 12.3** | | | | | |  | | | | | | | | | | | | | | | | | | | | | |  | | | | |  |  |
|  | ***Communities have mechanisms in place that promote and provide an enabling environment for women in leadership*** | | | | | | # of participants in LDP workshops | | | | | | | | | | | | | | | | | | | | | | 0 | | | | | 120 |  |
|  | # CSO staff trained in effective leadership and management  # participatory mechanisms developed and utilized on LLG level | | | | | | | | | | | | | | | | | | | | | | 0  0 | | | | | 15  3 |  |
|  | # of women participants undergone training in LLG | | | | | | | | | | | | | | | | | | | | | | 0 | | | | | 200 |  |
|  | # CSOs with programs that lobby and adv | | | | | | | | | | | | | | | | | | | | | |  | | | | |  |  |
|  | **Annual Deliverable** | | |  | | |  | | | | |  | | |  | | |  | | |  |  | | | |  | | | **Resp. Party** | | | | | **UN Agency** |  |
|  | **3.1 Cadre of transformed women leaders both at national and provincial levels**  **3.2 Traditional and modern governance structure sensitized to accommodate women in decision making**  **3.3 Mechanisms in place to enable women market vendors and local market authorities to increase women’s participation in governance of the markets to improve the conditions of the market** | | | | | | | | | | | | | | | | | | | | | | | | | | | | **NCW** | | | | | **UNDP**  **UNIFEM**  **UNIFEM** |  |
|  | **Activities** | | | | | | | | | | | **Q1** | | | **Q2** | | | **Q3** | | | **Q4** | **Source of funds** | | | | **Budget Description** | | | **Amount (funded)** | | | | | **Amount (unfunded)** |  |
|  | 3.1.1 Conduct of the NCW Convention  3.1.2 Leadership Development Programme for women leaders | | | | | | | | | | |  | | | X  X | | | X | | | X | Core-UNDP  Noncore – UNDP | | | | Workshop, Travel  Workshop, travel | | | 50,000 | | | | | 120,000 |  |
|  | 3.2.1 National and Provincial stakeholder consultative gender sensitization  meetings and workshops | | | | | | | | | | | X | | | X | | | X | | | X | Non core  UNIFEM | | | | Workshop, travel,  IEC | | | 20,000 | | | | |  |  |
|  | 3.3.1 Knowledge and dialogue effectively with Local Governments on policy, budgets, by-laws and project planning | | | | | | | | | | |  | | | X | | | X | | |  | Noncore UNIFEM | | | | Workshops, TA, travel | | | 200,000 | | | | | 100,000 |  |
|  | **Annual Deliverable** | | |  | | |  | | | | |  | | |  | | |  | | |  |  | | | |  | | | **Resp. Party** | | | | | **UN Agency** |  |
|  | **3.4 Structures established for the rollout of BRIDGE – Building Resources in Democracy, Governance and Elections** | | | | | | | | | | | | | | | | | | | | | | | | | | | |  | | | | | **UNIFEM** |  |
|  | **Activities** | | | | | | | | | | | **Q1** | | | **Q2** | | | **Q3** | | | **Q4** | **Source of funds** | | | | **Budget Description** | | | **Amount (funded)** | | | | | **Amount (unfunded)** |  |
|  | 3.4.1 Support the Train the Facilitators Workshop for political parties, CSOs, women’s organizations, media and FBOs  3.4.2 Rollout the BRIDGE into provinces  3.4.3 Engage full time BRIDGE facilitator | | | | | | | | | | | X  X | | | X | | | X  X | | | X | Noncore UNIFEM  Noncore  UNIFEM  Non core  UNIFEM | | | | Travel, facilities, hire, TA, w/shop[ costs  Travel, w/shop cost, TA  Hire full time facilitator, travel | | | 90,000  50,000 | | | | | 250,000  25,000  200,000 |  |
| **Annual Deliverable** | | |  | | |  | | |  | |  | | |  | | |  | | |  | | | | |  | | | **Resp. Party** | | | | | **UN Agency** | |  | |
| **3.5 Action plan to ensure women participate in the Iowara Central Committee and in the community (settlements)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | **DPLGA** | | | | | **UNHCR** | |  | |
| **Activities** | | | | | | | | | **Q1** | | **Q2** | | | **Q3** | | | **Q4** | | | **Source of funds** | | | | | **Budget Description** | | | **Amount (funded)** | | | | | **Amount**  **(unfunded)** | |  | |
| 3.5.1 Conduct leadership trainings with specific focus on women | | | | | | | | | X | | X | | |  | | |  | | | UNHCR | | | | | TA, travel, workshops | | |  | | | | | 5,000 | |  | |
|  | | | | | | | | | | | | | | | | | | | | | | | | | | |  | | | | |  | | |  | |
|  | **Expected output** | | | | | | **Indicators** | | | | |  | | |  | | |  | | |  |  | | | |  | | | | **Baseline** | | | | **Annual Target** |  | |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Output code: 12.4** |  |  |  |  | | ***National Council of Women (NCW), Office of Development of Women (ODW) and the Department for Community Development (DFCD) have the capacity to mutually agree on, and effectively perform, their roles and responsibilities*** | # staff undertaking capacity assessment training | 0 | 8 |  | | # workshops conducted on capacity building | 0 | 4 |  | | # strategic partnerships to advance gender equality in political governance set up by the National Women’s machinery | 0 6 | 6 |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |  | |
| **Annual Deliverable** | |  | | |  | | |  | |  | | |  | | |  | | |  | | | |  | | | | **Resp. Party** | | | | | **UN Agency** | | |  | |
| **4.1 Capacity development package rolled out to selected provinces for DFCD, ODW and NCW** | | | | | | | | | | | | | | | | | | | | | | | | | | | **DFCD, ODW, NCW** | | | | | **UNDP** | | |  | |
| **Activities** | | | | | | | | **Q1** | | **Q2** | | | **Q3** | | | **Q4** | | | | **Source of funds** | | | | **Budget Description** | | | **Amount (funded)** | | | | | **Amount (unfunded)** | | |  | |
| 4.1.1 Conduct training for staff of DFCD, ODW and NCW | | | | | | | |  | | x | | | x | | | x | | | | Noncore-UNDP | | | TA, Travel, training, costs | | | | 30,000 | | | | | 30,000 | | |  | |
| 4.1.2 Support the design of a capacity building programme and its implementation | | | | | | | | x | | x | | |  | | |  | | | | Noncore-UNDP | | | Travel, meetings, printing | | | |  | | | | | 70,000 | | |  | |
| **Annual Deliverable** | |  | | |  | | |  | |  | | |  | | |  | | |  | | | |  | | | | **Resp. Party** | | | | | **UN Agency** | | |  | |
| **4.2 Operational support to DFCD, ODW and NCW for programme delivery** | | | | | | | | | | | | | | | | | | | | | | | | | | | **ODW** | | | | | **UNDP** | | |  | |
| **Activities** | | | | | | | | **Q1** | | **Q2** | | | **Q3** | | | **Q4** | | | | **Source of funds** | | | | **Budget Description** | | | **Amount (funded)** | | | | | **Amount (unfunded)** | | |  | |
| 4.2.1 Advisory and policy support (WIL Project Office) | | | | | | | | x | | x | | | x | | | x | | | | Core-UNDP | | | TA, equipment, operational costs | | | | 130,000 | | | | |  | | |  | |
| 4.2.2 Project support staff for UNDEF Project (GEGG)- 1 x Project Coordinator, 1 x Admin Officer & 1 x consultant, | | | | | | | | x | | x | | | x | | |  | | | | UNFPA | | | Recruitment Project staff | | | |  | | | | | 60,000 | | |  | |

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| **Annual Deliverable** |  |  |  |  |  |  |  | |  | | **Resp. Party** | **UN Agency** |
| **4.3 Relevant tolls and guidelines developed to conduct gender responsive budgeting by DFCD** | | | | | | | | | | | **DFCD** | **UNIEM** |
| **Activities** | | | **Q1** | **Q2** | **Q3** | **Q4** | | **Source of funds** | | **Budget Description** | **Amount (funded)** | **Amount (unfunded)** |
| 4.3.1 Training for GRB advocates and practitioners in DNPM, Finance, key sectoral ministries, city halls and local governments  advisory and policy support | | |  | x | x |  | | Core-UNIFEM | TA, training and travel | | 30,000 | 20,000 |
| 4.3.2 Country specific toolkit on gender responsive budgeting developed (national, sectoral and local government applications)  4.3.3 Guidelines in GRB implementation developed ( national, sectoral and local | | |  | x | x |  | | UNIFEM  UNIFEM | TA, training and travel  TA, training and travel | | 30,000  40,000 | 15,000  15,000 |
|  | x |  |  | |