

**SECRETARY-GENERAL'S PEACEBUILDING FUND
PROJECT DOCUMENT TEMPLATE**



United Nations
Peacebuilding

PBF PROJECT DOCUMENT

Country: Papua New Guinea	
Project Title: Empower Her-PNG Peace Initiative	
Project Number from MPTF-O Gateway (if existing project):	
PBF project modality: <input type="checkbox"/> IRF <input checked="" type="checkbox"/> PRF	If funding is disbursed into a national or regional trust fund (instead of into individual recipient agency accounts): <input checked="" type="checkbox"/> Country Trust Fund <input type="checkbox"/> Regional Trust Fund Name of Recipient Fund: PNG Country Fund
List all direct project recipient organizations (starting with Convening Agency), followed by type of organization (UN, CSO, etc.): UN Women, UNDP, UNFPA and OHCHR	
List additional implementing partners specify the type of organization (Government, INGO, local CSO): PNG National Government, Hela Provincial Government; Southern Highlands Provincial Government, Autonomous Bougainville Government; Bougainville Parliament; United Church PNG, Catholic Diocese of Mendi, World Vision; Nazareth Centre for Rehabilitation; Leitana Nehan Women's Development Agency; Bougainville Women Federation	
Project duration in months^{1 2}: 24 Months	
Geographic zones (within the country) for project implementation: Port Moresby, Hela Province, Southern Highlands Province, Autonomous Region of Bougainville	
Does the project fall under one or more of the specific PBF priority windows below: <input type="checkbox"/> Gender promotion initiative ³ <input type="checkbox"/> Youth promotion initiative ⁴ <input type="checkbox"/> Transition from UN or regional peacekeeping or special political missions <input type="checkbox"/> Cross-border or regional project	
Total PBF approved project budget* (by recipient organization): PNG UN Country Trust Fund: 3,258,150 (including Agency break-down below) <i>*The overall approved budget and the release of the second and any subsequent tranche are conditional and subject to PBSO's approval and subject to availability of funds in the PBF account.</i>	
UN Women:	\$ 1,016,500
UNDP:	\$ 1,642,450
UNFPA:	\$ 299,600
OHCHR:	\$ 299,600
Total:	\$ 3,258,150

¹ Maximum project duration for IRF projects is 24 months, for PRF projects – 36 months.

² The official project start date will be the date of the first project budget transfer by MPTFO to the recipient organization(s), as per the MPTFO Gateway page.

³ Check this box only if the project was approved under PBF's special call for proposals, the Gender Promotion Initiative

⁴ Check this box only if the project was approved under PBF's special call for proposals, the Youth Promotion Initiative

For payment of second and subsequent tranches the Coordinating agency needs to demonstrate expenditure/commitment of at least 75% of the previous tranche and provision of any PBF reports due in the period elapsed.

Any other existing funding for the project (amount and source): NIL

PBF 1st tranche (65%):	PBF 2nd tranche* (35%):	PBF 3rd tranche – N/A
PNG UN Country Trust Fund: XXXX (incl. Agency break-down below): \$2,117,798 UNDP: \$ 1,067,593 UN Women: \$ 660,725 UNFPA: \$ 194,740 OHCHR: \$ 194,740 Total: \$2,281,705 \$2,117,798	PNG UN Country Trust Fund: XXXX (incl. Agency break-down below): \$1,140,352 UNDP: \$ 574,857 UN Women: \$ 355,775 UNFPA: \$ 104,860 OHCHR: \$ 104,860 Total: \$977,445 \$1,140,352	

Provide a brief project description (describe the main project goal; do not list outcomes and outputs):

The United Nations in PNG has been actively engaged in Women, Peace, and Security (WPS) and peacebuilding initiatives for more than a decade, with programming primarily centred on facilitating the sustained implementation of the Bougainville Peace Agreement in the Autonomous Region of Bougainville and promoting peacebuilding and conflict mitigation efforts in Hela and the Southern Highlands provinces, with a strong focus on women and youth empowerment.

This project intends to empower women and girls and enhance the capacity of key actors to strengthen the Women, Peace, and Security agenda in PNG via targeted support to the policy frameworks and roll-out of impactful and measurable local initiatives in Hela and Southern Highlands provinces and in the Autonomous Region of Bougainville. The main aim of the project is to clearly develop a national WPS, implement specific outcomes in two pilot regions and importantly align these initiatives with on-going women, peace and development initiatives led by Government of PNG, UN agencies and other developmental partners.

Summarize the in-country project consultation process prior to submission to PBSO, including with the PBF Steering Committee, civil society (including any women and youth organizations) and stakeholder communities (including women, youth, and marginalized groups):

The suggested interventions in this document are informed by UNDP, UN Women, UNFPA and OHCHR's ongoing participatory consultations with stakeholders at the national and provincial level, including the national government of PNG, Autonomous Bougainville Government, Hela and Southern Highlands Provincial Administrations, key development partners, private sector, faith-based organisations, women and youth groups, and beneficiaries of existing projects implemented by the RUNOs at the national and sub-national level. The UNDP's 'Access to Justice Scoping Study (2023),' 'Climate Risk Assessment (2023),' 'Hela Peacebuilding Scoping Study (2022),' 'Hela Peace & Development Conferences (2023),' and 'Hela Peacebuilding forums (2023)' have also guided the understanding of the priorities and needs of the Highlands, and seamlessly incorporated into this document, ensuring the approach proposed is well-informed and responsive to the unique challenges faced by the relevant communities in the Highlands.

Project Gender Marker score⁵: 3

⁵ **Score 3** for projects that have gender equality as a principal objective and allocate at least 80% of the total project budget to Gender Equality and Women's Empowerment (GEWE)
Score 2 for projects that have gender equality as a significant objective and allocate between 30 and 79% of the total project budget to GEWE

Specify % and \$ of total project budget allocated to activities in pursuit of gender equality and women's empowerment: **100%; \$3,258,150.**

Briefly explain through which major intervention(s) the project will contribute to gender equality and women's empowerment ⁶:

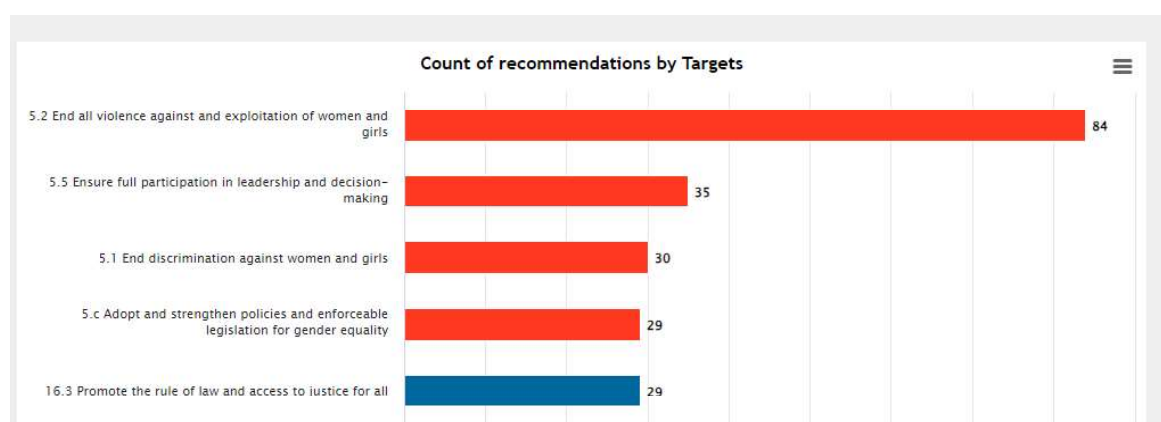
This is a GEN 3 project with all outcomes, outputs, and activities focused on advancing the WPS agenda in PNG. The major interventions include 1) development of evidence-based policy frameworks on WPS and gender equality, 2) strengthening youth, women and the community's participation in policy dialogues and initiatives with government stakeholders to contribute towards gender-sensitive policymaking, 3) increasing the understanding of government and community stakeholders to provide protection and response services to prevent/address violence against women and girls, 4) improving women and girls access to quality local justice services, 5) strengthening women's roles and participation in conflict prevention, resolution, and peacebuilding through Women Insider Mediators, 6) fostering women-led community initiatives to promote post-conflict recovery, sustain local peace processes, and advance WPS priorities, 7) increasing participation of women in decision-making positions in the post-referendum process in Bougainville, and 8) increasing the skills of women mediators, human rights defenders and negotiators to participate and lead in the post-referendum in Bougainville.

Project Human Rights Marker⁷ Score: 2

Specify % and \$ of total project budget allocated to activities in pursuit of human rights: at least 40%

Briefly explain through which major intervention(s) the project will contribute to promotion and protection of human rights:

All outcomes and outputs under the project will promote a human rights-based approach to development, and a human rights lens will be applied throughout the implementation of the project, in particular by integrating relevant methodologies and the content/materials. The project will address several of the recommendations and observations from the Treaty bodies, Special Procedures and the UPR related to PNG's performance on promoting and protecting human rights, and especially women's and girls' rights⁸.



(Source: SDG Human Rights Data Explorer PNG) ⁹

Score 1 for projects that contribute in some way to gender equality, but not significantly (less than 30% of the total budget for GEWE)

⁶ Please consult the **PBF Guidance Note on Gender Marker Calculations and Gender-responsive Peacebuilding**

⁷ Please consult the UNINFO Guidance on Applying the Gender Equality, Human Rights and Sustaining Peace Markers

⁸ [G2139810.pdf \(un.org\)](#)

⁹ [Country report | SDG - Human Rights Data Explorer](#)

Strengthening institutions and analysis of a rights framework and institutional frameworks will be key in this human rights analysis. Democracy and equality are core values of the United Nations. The UN supports democracy by promoting human rights, development, and peace and security. Women's participation in peace processes is more than just gender equality/empowerment. It is about revolutionizing peacebuilding: creating solutions that reflect the needs of all people in conflict-affected settings and addressing the underlying conditions that drive conflict in the first place. It is about dismantling systems that permit and promote violence so that society can move towards a new era of lasting global peace and security that respects the rights of women and girls. In his 2022 report on women, peace and security, the UN Secretary-General positions the unconditional defense of women's rights and the protection of women human rights defenders as central pillars of the UN's peace and security work. The rights of women to take part in the conduct of public affairs, including the right to vote and, on general terms of equality, to stand for election, is at the core of democratic governments based on the will of the people.

Project Risk Marker score¹⁰: 1

Are the project piloting new approaches: Yes ☒ No ☐

Does the project design incorporate climate, peace, and security related considerations:
Yes ☒ No ☐

Select PBF Focus Areas which best summarizes the focus of the project (*select ONLY one*)¹¹: **2.3**

If applicable, **SDCF/UNDAF outcome(s)** to which the project contributes:

UNSDCF Outcome 1 By 2028, women and girls in Papua New Guinea, especially the most marginalised and vulnerable, exercise their rights and agency and live a life free from all forms of discrimination and violence.

UNSDCF Outcome 2 By 2028, people in Papua New Guinea, especially the most marginalized and vulnerable, participate in and benefit from more accountable, gender responsive, inclusive, and transparent governance that promotes peace, security, equality, and social cohesion.

Sustainable Development Goal(s) and Target(s) to which the project contributes:

SDG 5: Achieve gender equality and empower all women and girls.

Targets: 5.1 End all forms of discrimination against all women and girls everywhere; 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life; 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

SDG 10: Reduce inequality within and among countries.

Targets: 10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.

Targets: 16.1 Significantly reduce all forms of violence and related death rates everywhere; 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all; 16.7 Ensure

¹⁰ **Risk marker 0** = low risk to achieving outcomes

Risk marker 1 = medium risk to achieving outcomes

Risk marker 2 = high risk to achieving outcomes

¹¹ **PBF Focus Areas** are:

(1.1) SSR, (1.2) Rule of Law; (1.3) DDR; (1.4) Political Dialogue;

(2.1) National reconciliation; (2.2) Democratic Governance; (2.3) Conflict prevention/management.

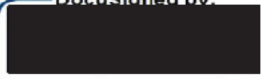
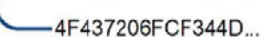

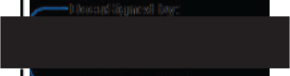
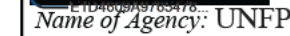
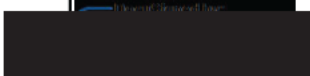
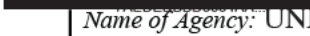

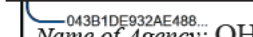


(3.1) Employment; (3.2) Equitable access to social services

(4.1) Strengthening of essential national state capacity; (4.2) extension of state authority/local administration; (4.3) Governance of peacebuilding resources (including PBF Secretariats)

responsive, inclusive, participatory, and representative decision-making at all levels 16.b Promote and enforce non-discriminatory laws and policies for sustainable development

<p>Type of submission:</p> <p><input checked="" type="checkbox"/> New project</p> <p><input type="checkbox"/> Project amendment</p>	<p>If it is a project amendment, select all changes that apply and provide a brief justification:</p> <p>Extension of duration: <input type="checkbox"/> Additional duration in months (number of months and new end date):</p> <p>Change of project outcome/ scope: <input type="checkbox"/></p> <p>Change of budget allocation between outcomes or budget categories of more than 15%: <input type="checkbox"/></p> <p>Additional PBF budget: <input type="checkbox"/> Additional amount by recipient organization:</p> <p>Brief justification for amendment: <i>Note: If this is an amendment, show any changes to the project document in RED colour or in TRACKED CHANGES, ensuring a new result framework and budget tables are included with clearly visible changes. Any parts of the document which are not affected, should remain the same. New project signatures are required.</i></p>
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PROJECT SIGNATURES:

Recipient Organization(s)^[1] <i>Name of Representative:</i> Alia El-Yassir, Regional Director <i>Signature</i>  DocuSigned by:  4F437206FCF344D... <i>Name of Agency:</i> UN Women <i>Date & Seal:</i> 08 December 2023	Representative of National Authorities <i>Name of Government Counterpart</i> Ambassador Ivan Pomaleu <i>Signature</i>  <i>Title:</i> Chief Secretary to Government Department of the Prime Minister and National Executive Council <i>Date & Seal</i> 13 December 2023
Recipient Organization(s)^[2] <i>Name of Representative</i> Saira Shameem <i>Signature</i>  DocuSigned by:  1E1D806959763476... <i>Name of Agency:</i> UNFPA <i>Date & Seal</i> 11-Dec-2023	Recipient Organization(s)^[3] <i>Name of Representative</i> Nicholas Booth <i>Signature</i>  DocuSigned by:  1E1D806959763476... <i>Name of Agency:</i> UNDP <i>Date & Seal</i> 13-Dec-2023
Recipient Organization(s)^[4] <i>Name of Representative</i> Heike Alefsen <i>Signature</i>  DocuSigned by:  043B1DE932AE488... <i>Name of Agency:</i> OHCHR <i>Date & Seal</i> 13-Dec-2023	
Head of UN Country Team <i>Name of Representative</i> Richard Howard <i>Signature</i>  <i>Title:</i> Resident Coordinator <i>Date & Seal:</i> 11 December 2023	Peacebuilding Support Office (PBSO) Elizabeth S... <i>Signature</i>  Assistant Secretary-General for Peacebuilding Support <i>Date & Seal</i> 20/12/2023

^[1] Please include a separate signature block for each direct recipient organization under this project.

^[2] Please include a separate signature block for each direct recipient organization under this project.

^[3] Please include a separate signature block for each direct recipient organization under this project.

^[4] Please include a separate signature block for each direct recipient organization under this project.

I. Peacebuilding Context and Rationale for PBF support (4 pages max)

*a) A brief summary of gender-responsive **conflict analysis findings** as they relate to this project.*

Challenges Facing Women's Participation in Decision-Making

Women in PNG face significant challenges in securing adequate recognition and opportunities to actively engage in decision-making processes at both the national and sub-national levels. The number of women in key leadership and decision-making roles in PNG has remained consistently low. Since 1975, Papua New Guinea has had a very low level of women's participation at the national level and local levels. Women have had minimal participation in the national politics over the last four decades leading to low influence in decision making in national and provincial bodies. As an illustration, the national Parliament only elected 12 women from 1972 to 2012. Women candidates as a percentage of the total number of candidates contesting elections averaged 2.2% over this period. From 2017-2022, there were no women elected as parliamentarians, and following the 2022 national election, 2 women were elected out of 118 members of parliament. Cultural barriers reinforce and feed into institutional barriers, restricting women from taking leadership roles. In the 2022 National General Elections, limited campaign finances, lack of traditional security and patriarchal gender norms prevented women from competing in the political process. A women's leadership vacuum exists at the national level.

The challenges facing women's equal and meaningful political participation and leadership are due to a variety of systemic, structural, and cultural factors. Few women contest elections, and those who do lack support and resources. Women require an enabling environment that is free of violence and that offers them a fair chance to compete with their male counterparts, and voters who are educated on the importance of equal gender representation. Furthermore, violence and harassment against women in politics is widespread – being young, from a minority community or from an opposition party may aggravate the situation and increase the risk. Women candidates¹², their families and supporters routinely face threats and intimidation from males from the opposing parties and even from their own party members, who may feel threatened by their increasing power. Misogynistic comments, derogatory remarks, and offensive or patronizing language used towards women in politics has become the norm that is seen in public events and rallies. Such tactics of intimidation and harassment discourage women from participating in political and leadership roles.

Institutional, structural, cultural, economic, and social barriers hinder women's participation in decision-making. These barriers range from a common belief in women and girls' lack of intelligence to low literacy rates impacting their self-confidence, a limited number of local kinship connections, local norms and security threats preventing freedom of movement and the ability to voice their opinions, early and forced marriage through polygamous relationships and economic dependence on men. PNG was ranked by the World Bank as one of the worst countries in the world for sexual violence in 2012, and studies have shown that at least 68 per cent of women in PNG have experienced physical and/or sexual¹³ intimate partner violence at some point in their lives.

When institutions have been created, like the Office for the Development of Women in 2009 or the PNG National Council of Women (NCW) under the Department of Community Development and Religion,

¹² <https://devpolicy.org/experiences-of-female-candidates-png-general-election-20180206/>

¹³ <https://www.undp.org/papua-new-guinea/projects/spotlight-initiative#:~:text=At%20least%2068%20per%20cent,is%20double%20the%20global%20average.>

they are hampered by tight budgetary controls, poor coordination, and lack of political will to ensure its success.

National context and policy frameworks for Women, Peace, and Security

In the Women, Peace and Security Index developed by Georgetown Institute for WPS and PRIO Center for Gender, Peace and Security, PNG ranks 145th out of 170 countries surveyed based on a range of indicators across inclusion (i.e., parliamentary representation), justice (i.e., legal discrimination) and security (i.e. intimate partner violence). PNG does not have a WPS National Action Plan and is currently without an up-to-date national gender policy.¹⁴ This provides a critical entry point for raising national awareness and supporting concrete efforts by policymakers and civil society actors to integrate women, girls and vulnerable groups this national policy framework on peace and security efforts and strengthen institutional support for this agenda that includes strengthening the WPS national and sub-national nexus.

There are numerous GEWE policy frameworks in place in PNG that have yet to be substantively implemented. For instance, the National Gender-Based Violence (GBV) Strategy was established six years prior to receiving its inaugural budget allocation in 2022, and the body responsible for driving implementation, the National GBV Secretariat, has yet to be established. Similarly, despite the enthusiastic launch of the national Gender Equality and Social Inclusion Policy (GESI), several agencies have still not appointed GESI focal points, senior public service positions remain predominantly occupied by men¹⁵, and numerous provinces have not acted on the GESI agenda. The implemented GBV laws that hold perpetrators accountable are understood to be significantly underreported, while access to services for survivors remains low, with major challenges in the administration of justice.

¹⁴ The National Policy for Women and Gender Equality (2011-2015) expired in 2015. PNG has never had a National Action Plan on WPS.

¹⁵ There is only 1 woman Secretary of a National Department out of 35, and only 4 department heads in Bougainville out of 12. There are no woman Provincial Administrators or Deputy Provincial Administrators.

Women and post conflict in Autonomous Region of Bougainville:

The Bougainville civil war claimed the lives of about 20,000 people and amplified calls for Bougainville's independence. The Bougainville Peace Agreement (BPA), signed between Bougainville leaders and Papua New Guinea in 2001, marked the end of the war and guaranteed a referendum on independence to be held in 2019. The non-binding results of that referendum showed overwhelming support for independence, with 98% of people voting in favor, but the results are yet to be ratified by Papua New Guinea's parliament, which has the final say on the process. Three consultation meetings, chaired by the UN Resident Coordinator, took place in 2021, and the Era Kone Covenant (a joint consultations outcomes paper) was signed in April 2022.

A Joint Supervisory Board (JSB) was held on 31 July 2023 that set out the process for the submission of the 2018 Bougainville referendum to the PNG national Parliament. The Minister for Bougainville Affairs and the Bougainville Attorney General were tasked with the drafting of agreements to facilitate this submission of the referendum results to the Parliament.

Making up approximately 67 per cent of the population in Bougainville, women and youth represent a significant proportion of the electorate. During the implementation of the BPA, effective engagement of these two groups is critical to sustaining peace in Bougainville. Women were among the most affected during the hostilities, which left long-term consequences on the communities, some of which they continue to grapple with today. A PBF funded Human Rights and Gender Parliamentary committee was initiated by OHCHR in 2019 and also supported by UNDP and UN Women. OHCHR and UN's engagement has resulted in two women being members of the committee as well as the chair of the committee being a woman. Women continue to play a vital role in the peace process in Bougainville. Through the referendum, women representatives have been involved in reaching out to their constituents. Yet, women's participation in the political process remains low. A particular focus is on increasing formal participation through the JSB and other formal decision-making mechanisms. There has been some progress in the 2023 JSB where three women ministers, and a women MP attended the JSB. It will be necessary to build on this progress. The very nature of these complex and interlinked challenges related to gender, security, politics and human development have limited the nature of interventions. Some of these challenges are societal and others are structural that require longer term and enduring interventions, where periodic investments and activities push to make change, but are limited in their reach, primarily based on specific provinces and regions.

These consultations mark the final phase of the process mandated by the Bougainville Peace Agreement (BPA). The principles guiding intergovernmental consultations between PNG and the ABG are enshrined in Part XIV of the PNG Constitution, the Bougainville Constitution, and the BPA. A perception survey commissioned through the PBF-funded Sustaining Peace Phase 1 project identified the ongoing need for technical advice on complex constitutional issues, for MPs to remain well informed on the negotiations, and for the process to be inclusive and representative. Lessons learned from the project highlighted the critical importance of promoting an inclusive approach and recognized that this was not adequately done previously. The perception survey revealed that women and youth reported feeling significantly less safe speaking in public and sharing their opinions with other members of a group than their male and older counterparts, demonstrating a clear need for continued, targeted support to the engagement of women and youth.

A recent study conducted by the Australian National University (ANU) in 2022 on women's inclusion in Bougainville's peace process revealed a lack of specific provisions for the involvement of women and

other groups in the Joint Supervisory Body and the joint consultation process¹⁶. This was overcome in July 2023, where the PBF funded sustaining peace in Bougainville supported and facilitated the JSB that saw three women MPs in Bougainville attend the July 31, 2023 session of the JSB.

At the time of the study, there were no women MPs in the PNG National Parliament, but the situation has since changed. Currently, there are three women MPs, one serving as a Governor with another as a Vice Minister and the third elected on 30 October to 2023 from North Bougainville. The BHOR has five women Members¹⁷, three of whom are reserved seats, including an additional woman who was elected in April 2022 through a by-election. Recognizing the need for inclusive representation, UNDP and UN Women have been in discussion with these women leaders to establish a joint Women's Parliamentary Caucus. This caucus could serve as a valuable platform to enhance the understanding and engagement of these women leaders in the subsequent stages of the post-referendum negotiations and raise awareness in the National Parliament on the BPA and post-referendum process. The women MPs have also indicated in various public statements that they are committed to working with women CSOs to raise the voices of women, which could provide an entry point for greater inclusion of women's civil society in the ongoing post-referendum process.

With support from UN Women, the ABG Department of Community Development recently updated the Gender Equality, Women's Empowerment, Peace, and Security (GEWEPS) Policy (2023-2027). The Policy acknowledges the oversight role of the BHOR Committee on Gender Equality and Human Rights, which includes two of the five women Members of the BHOR.¹⁸ This policy builds on the previous version, which expired in 2020 and includes specific Policy Directives on women, peace and security and gender-based violence/sorcery accusation-related violence. It includes provisions for continued support to the Women, Peace, and Security Working Group, which was previously responsible for successfully advocating for the inclusion of two female civil society representatives in the joint government negotiations. Additionally, both policy directives have clear, budgeted action plans. While the ABG 2023 budget does not currently include funding for the Policy, the ABG Department of Community Development plans to develop a budget submission to receive government funds in 2024. It will be important to support the implementation of these two Policy Directives at this critical juncture in Bougainville's peacebuilding journey to ensure women's voices are not left out of the decisions that will shape the region's political future.

The Dimensions of Conflict and Violence in the Highlands:

Hela and Southern Highlands provinces have a population of 1,692,448 inhabitants, of which 49% are women and over 22% are youth (15-24 years old).¹⁹ Populations in the two provinces live traditional lives characterized by clan and tribal affiliations. For the tribe, the overall welfare of its members is paramount; Wantok-ism is the vehicle to ensure this through an intricate system of exchanging social capital. These two provinces have experienced a surge in political violence, primarily linked to electoral dynamics and political rivalries. During the election period (May-August 2022), violence heightened in the Highlands region of Papua New Guinea, affecting Enga, Hela, Southern Highlands, and Western Highlands the most. Intercommunal tensions and conflicts between clans triggered by land and other unsettled disputes had already been contributing to violence in the region. Tensions and violence between rival political groups and candidates during the elections aggravated the already existing conflict. The reallocation of security

¹⁶<https://openresearch-repository.anu.edu.au/bitstream/1885/264193/4/Womens%20Inclusion%20in%20the%20Post-Referendum%20Consultation%20Process%20between%20Papua%20New%20Guinea%20and%20Bougainville%20Michael%20Kabuni%20Ancuta%20Hansen%20Brief%202022%2010%20Department%20of%20.pdf>

¹⁷ Three of the women Members hold ministerial portfolios and one of the women Members serves as the Deputy Speaker in the Bougainville House of Representatives.

¹⁸ The remaining three women Members hold ministerial positions.

¹⁹ National Population Estimate 2021, Population Data Project

forces to support the election process also thinned out overall security, leading to further intercommunal violence. The announcement of the election results also met with delays and faced challenges, and electoral fraud allegations marred the period.

Conflicts between and within many tribes and clans in the Highlands occur frequently. According to a recent Conciliation Resources research, fighting is customarily considered a legitimate way of resolving conflicts in both provinces. Conflicts can be triggered by various factors, leading to frequent outbreaks of inter and intra-communal violence, causing destruction, disruption, death, injuries, and grave human rights violations. The triggers of violence in the Highlands include incidences of sexual and gender-based violence, land disputes, accidental injury/death, polygamy, sorcery accusations, perceived unfair redistribution of state/extractive wealth, stealing/theft, and natural hazards. In addition, experts and recent studies point toward a series of underlying conditions and intermediate causal factors, including gender inequality; unresolved conflict-related trauma; lack of the rule of law/conflict resolution mechanisms; largely marginalized and disenfranchised youth population; erosion of traditional leadership; proliferation of firearms; lack of sustainable livelihoods, and intense competition over natural resources and political dynamics. These relate to root causal factors of conflicts, including demographic pressure, polarizing politics, tribalism, lack of economic opportunities, lack of access to justice, lack of service delivery and provision, capacity constraints, and politicization of resource distribution.

The impact of conflicts is particularly grave for women and girls in the Highlands as they experience a disproportionate burden of responsibility for sustaining subsistence livelihoods and ensuring the provision of food and water within the household and wider community when ongoing inter-communal violent conflicts directly impact communities. They are more prone to sexual and gender-based violence, and their ability to access basic health and education services is impaired²⁰ In Hela, it is estimated that only 40 per cent of children attend formal public education, and under 40 per cent of adults are literate (Caritas, Australia). Limited access to education has a disproportionate impact on women and girls, as boys are prioritised over girls. Adolescent girls also face early and forced marriage to older men through polygamous relationships. Studies have indicated situations where women and girls are obligated to sell sex, marry to buy food, access food gardens, or have sex with hired fighters in exchange for their services. A2022 UNDP-led focus group discussion revealed that women and girls faced physical and sexual abuse and violence during intercommunal conflict, particularly when trying to meet their prescribed roles as food and water providers. In these contexts, girls were assaulted when walking to fetch water and exchanged for arms and for land in cases of displacement. Furthermore, women and girls are kidnapped during and after intercommunal fights for retaliation purposes. Women's accounts also revealed the lack of freedom of movement and no access to critical services such as healthcare when required.

Despite Papua New Guinea ratifying the Convention on the Elimination of All Forms of Discrimination against Women in 1995, PNG still remains one of the most dangerous places in the world to be a woman or girl.²¹ In addition to being vulnerable to political violence and inter-communal conflicts, women in the Highlands also face the harrowing threats of sexual violence and violence related to accusations of sorcery. According to estimations based on available figures, the number of violent SARV incidents between January 2000 and June 2020 was over 6,000, resulting in an estimated 3,000 deaths nationally.²² Provincial officials have reported killings, including sexual violence against women and girls and sorcery-accusation-related violence against women. In 2022, the House of Hope, a centre supported by UNDP for assisting survivors of SARV in Southern Highlands Province, reported

²⁰ Demographic Health Survey 2016-2018

²¹ Ben Zand, "Port Moresby: The World's Most Dangerous City to be a Woman?" BBC, September 26, 2018, (accessed March 4, 2021), <https://www.bbc.com/news/av/stories-45654549>.

²² Forsyth & Gibbs (2020) Contagion of Violence: The Role of Narratives, Worldviews, Mechanisms of Transmission and Contagion Entrepreneurs, in International Journal for Crime, Justice and Social Democracy IJCJ&SD 9(2) 2020

registering 27 cases of SARV, with three women killed, two badly burned, and the rest injured; this figure is limited to certain areas within the province, contingent on survivor's access to the House. The actual number of GBV and SARV cases in the Highlands is significantly higher.

Conflicts have also destroyed homes, schools, hospitals, churches, and business infrastructures, limiting the population's access to critical services such as education for youth and children or health care for pregnant women. The violence has displaced people within and without their respective provinces, greatly affecting women and girls. Many have found refuge in churches or with host communities, which are striving to meet the basic needs of the displaced and the host communities. Some of the displaced have also fled to neighboring mountains with limited access to basic services, where humanitarian responders have very limited or no access to such areas.

Women in the Highlands also encounter obstacles when seeking access to justice services. Some social pressures and stigmas dissuade women from actively seeking justice, leading them to choose passive responses to grievances, such as forgiveness. A justice scoping study that UNDP supported in the Highlands revealed that women are less likely to bring a grievance to the court due to fear of retaliation and repercussions that may occur for them. The lack of options for women to respond to conflict causes them to be more likely to 'forgive and forget' the grievance. For women, accessing justice when a crime has victimized them is a complex, expensive, isolating, and a risky process. Traditional gender roles dictate that a woman should support her husband, so family-raising issues in the justice system are perceived to threaten this stability. Women perceived to have transgressed these gendered boundaries face more severe violence.²³ Women are also susceptible to accusations of sorcery, which often lead to extreme violence and complete denial of fair justice processes.

The Role of Women in Peacebuilding and Conflict Prevention & Resolution:

Beyond enabling traditional leadership and strengthening traditional conflict management capacities/mechanisms, lessons learned from existing interventions have demonstrated that women and youth can contribute as local agents of peace. Although women are largely excluded from formal peace processes and have a limited role in formal decision-making, they have played a significantly active and meaningful role in creating the necessary conditions for peace and reconciliation in informal processes – particularly as connectors and messengers in Bougainville and the Highlands. Empirical evidence collected under a UNDP-led focus group discussion in the Highlands demonstrated that women contributed to the ceasefire of violent conflicts through local mediation and working together with other women, making use of the only available spaces for their participation, the church. In Bougainville, women played an instrumental role in promoting peace and reconciliation between parties. They successfully pressured those pursuing military solutions to consider alternatives, enabling moderates to be elevated into positions of authority. In turn, these moderates were pivotal to the success of the peace process that followed. They were also integral in local peacebuilding initiatives, crossing enemy lines with messages and appeals to end the violence. Women delegates also insisted that Bougainville factions speak as one with the national government and, therefore, resolve disputes and form joint positions before entering dialogues with the national government, which supported successful negotiations. Women's groups were also instrumental in conducting awareness and mobilizing public support to accept outcomes from peace negotiations.

²³ Kelly-Hanku, H. Aeno, L. Wilson, R. Eves, A. Mek, R. Nake Trumb, M. Whittaker, L. Fitzgerald, J. M. Kaldor & A. Vallyely (2016) Transgressive women don't deserve protection: young men's narratives of sexual violence against women in rural Papua New Guinea, *Culture, Health & Sexuality*, 18:11, 1207-1220

Gender equality and the empowerment of women in peacebuilding processes are key for conflict transformation in PNG. In the Highlands, through a PBF-supported project, women have developed their capacities in conflict prevention and management. The capacity-building training has increased women's knowledge and understanding of the causes and the opportunities for preventing and mitigating conflicts and engaging in peacebuilding processes. Women who have undergone capacity-building efforts are now working to involve more women in local peace processes as they are perceived as role models to other women in their communities. In Bougainville there has been representation of women through formal allocation of three constitutionally-reserved seats in the Bougainville House of Representatives (with an additional two women elected in the current term in Open seats) and via the election of a substantial cohort of women to the 47 Community Governments (45 out of 47 women were elected as Chairs in the last elections).^[1] This representation has provided women with access to decision making but the gains need to be reinforced through long term engagement including having more women contest in open seats (three of the five women MPs in Bougainville come from reserved regional seats). This development has generated further interest and demand among other women who want similar training to become agents of change themselves and also to change the condition and position of women and girls within their communities. Apart from raising awareness and opening the space for diverse voices within the communities, social and gender-based norms that lead to violence against women and girls need to be addressed. Empowerment of women and youth in leadership, decision-making and mediation skills are needed through various forums and networks, including community dialogues.

Despite all these barriers, at community level, women are increasingly working together to help mediate peace between warring groups, particularly as insider mediators. In addition, they are foregrounding their roles as carers, as relatively impartial parties by leveraging on informal networks, utilizing religious and state symbols such as crosses and national flags, as well as drawing on local customs (e.g., gift exchange) to emotionally appeal to fighters' empathy and a cessation of violence. According to the findings of the PBF-funded UNFPA/UN Women project "Gender transformative psychosocial support for peace and community resilience in Hela Province" baseline survey, women do have an active role in peacebuilding processes in the Highlands Region.

Nonetheless, women's civil society in PNG has very variable capacities and presence across the country as drivers for change. Women's NGOs are most active in the space of preventing and responding to domestic violence. There are now a number of recognized NGOs that "run safe houses, case management centres, advocacy and coordination groups, sports bodies and other prevention-focused organizations".^[1] Less structured, community-based organizations also engage women in development activities and local-level efforts to address conflict, including in relation to domestic violence, but they have been less engaged with development partners as weaknesses in administration and financial management make grant-funding more challenging. Over the last decade, development partners working to address gender inequality have directed resources specifically to strengthening women's civil society in recognition of the critical role they can and should play in advocating for change, but it is still a work in progress.^[2]

One of the lessons learned from these capacity-building processes is the importance of fostering and establishing local peace networks to advance peacebuilding work in a collaborative manner. For young women, establishing networks is critical to aggregating their voices, helping advocate their rights, and expanding their role in community peacebuilding and decision-making. For young men, particularly those involved in or at risk of contributing to violent conflict, self-management support is vital to reorientating their perceived roles, identities, and expectations towards positive outcomes and enabling them to advocate for women, girls, and marginalized groups within their communities. There are already 22 youth networks established under the Highlands Joint Programme across Hela Province and will continue

engaging them for the activities of this project. Furthermore, this project will be aligned with the National Youth Policy 2020-2030 that promotes young people's role in the advancement of gender equality, dialogue, peacebuilding, security, and sustainable development.

Furthermore, Women Human Rights Defenders (WHRDs) efforts need increased coordination and support. There is no single umbrella body coordinating Civil Society and Human Right Defenders (HRDs) in PNG, according to a 2019 research study²⁴ undertaken by OHCHR on the situation of Women Human Rights Defenders in the Pacific, including PNG. Civil society includes a range of church-run and local and indigenous organizations. HRDs are more vocal in urban areas than in rural areas. While broader coalitions and allegiances appear to be emerging, clan-based politics still dominate, focusing attention on local needs and thereby inhibiting the development of a unified human rights voice. Women HRDs interviewed acknowledged encountering gender-related risks in addition to risks linked to their activism.²⁵

Towards a Human Rights and Gender Responsive Justice System

The PNG Constitution contains a section dedicated to a broad set of human rights and is unique in providing for the legal enforcement of these rights through petitions to the National Court. Despite these provisions and mechanisms, rights are often not respected or protected. The courts are slow at administering justice and are dealing with a case backlog of several years. There is a network of village courts that handle mostly cases relating to land, consumer protection and personal disputes using a process based on traditional law and justice. Although they are not meant to handle serious or criminal cases, village courts may provide critical and timely services and defuse local conflicts. However, customary justice tends to uphold the values of the societies in which they are embedded, giving way to judgments that are not always human rights compliant. The district and family courts hear the majority of domestic violence cases, excluding the emergency cases heard by the National Court and the human rights court. There are several structural barriers to women's access to justice, including the distance to courts and the lack of legal aid, information about rights and resources to pay for legal services.

Women in the Highlands of PNG face significant challenges in accessing justice, including cultural biases and insufficient support services, hindering their ability to seek redress for various forms of violence and discrimination. The Government of Australia has been supporting the PNG's law and justice sector through its project Justice Services and Stability for Development (JSS4D) in both Hela and Southern Highlands provinces. The project is specifically focused on law and justice community awareness, local initiatives for law and justice strengthening, reinforcing village courts and land mediation, and improved coordination between Law and Justice Stakeholders within each province and between respective provinces and national actors. However, the Mid-Term Review²⁶ of the programme has considered the role of women in village courts as considerably low. Also, despite one position reserved for women in Village Courts, the review has revealed that these positions have not been filled. The report has recommended an increase in the number of Village Court women-funded positions. Outcome 2 of this project intends to pilot setting up separate safe spaces within village courts, with a trained woman serving the women seeking justice in eight Village Courts in Hela and Southern Highlands provinces. The project assumes that dedicated spaces within village courts will provide security to women and thus will increase their access to the justice services of the village courts.

²⁴ 2021 OHCHR Report on the Situation of Human Rights Defenders with a focus on Women Human Rights Defenders found on the OHCHR webpage https://www.ohchr.org/sites/default/files/2022-04/OHCHR_Situation-of-Human-Rights-Defenders-in-the-PacificDEC21-HRv1.pdf

²⁵ Human Rights Watch. Papua New Guinea Available at: <https://www.hrw.org/world-report/2020/country-chapters/papua-new-guinea>

²⁶ Justice Services and Stability for Development Mid-Term Review, 16 Nov 2022

*b) A brief description of how the project aligns with/ supports **existing** Governmental and UN strategic frameworks²⁷, how it ensures **national ownership**.*

The project aligns with PNG's Medium-Term Development Plan IV (2023-2027).²⁸ It contributes directly to the Strategic Priority Area 11 on Population, Youth and Women Empowerment, and specifically to Deliberate Intervention Programme (DIP) 11.4 (Women Empowerment) and DIP 11.2 (Youth Development and Labour Mobility). The Government of PNG aims to reduce incidences of Gender Based Violence (GBV) and quadruple the number of women involved in leadership. This project specifically aligns with the Key Result Areas related to 1) establishing programmes for champions on women's advocacy issues, 2) increasing the percentage of the victims of gender-based violence receiving counselling services, 3) increasing the number of financial inclusion and literacy training conducted for women, 4) ensuring all the state agencies, provinces and districts implement Gender Equality Social Inclusion (GESI) Policy, and 5) increasing the number of programs on women in leadership and businesses implemented by both the Government and partners.

The project contributes directly to PNG's United Nations Sustainable Development Cooperation Framework (2024-2028)²⁹ primarily through **Outcome 1** 'by 2028, women and girls in Papua New Guinea, especially the most marginalised and vulnerable, exercise their rights and agency and live a life free from all forms of discrimination and violence' and **Outcome 2** 'by 2028, people in Papua New Guinea, especially the most marginalised and vulnerable, participate in and benefit from more accountable, gender responsive, inclusive, and transparent governance that promotes peace, security, equality, and social cohesion.' The project is also aligned with the Hela Road Map for Peace and Development agreed upon in 2019, which outlined a common road map for government and development partners to support priority sectors, including peacebuilding, conflict prevention, conflict management and recovery, local leadership strengthening, and youth and women's empowerment. The road map also called on the UN to support the coordination of local peacebuilding and conflict prevention efforts to which the project will partially contribute to these initiatives. This project is in line with the overall national and Bougainville priorities and with initiatives under the Mid Term Development Plan IV and UNSDCF.

*c) A brief explanation of how the project fills any strategic gaps and complements any other relevant interventions, PBF-funded or otherwise. Also provide a brief **summary of existing interventions** in the proposal's sector by filling out the table below.*

There has been notable progress in the implementation of the WPS agenda in specific sub-national areas with support from the PBF funding; however, it is crucial to shift the focus towards enhancing national interventions on the WPS agenda and further work to strengthen the WPS national and subnational nexus. This project aims to leverage the ongoing efforts of peacebuilding projects being implemented in Bougainville and the Highlands and address the existing gaps related to women, peace and security in national frameworks and relevant political bodies. The Project intends to strengthen the evidence base by ensuring the plan represents the increasingly complex landscape of PNG's dynamics, which includes not just internal conflicts but protection, prevention, and the ability of institutions to respond to crisis situations, as per the WPS pillars. The evidence base will also inform

²⁷ Including national gender and youth strategies and commitments, such as a National Action Plan on 1325, a National Youth Policy, etc.

²⁸ PNG Medium Term Development Plan 2023-2027

²⁹ PNG UNSDCF Results Framework 2024-2028

better the development of gender-sensitive policy and peace frameworks and processes at the subnational level, including the post-referendum process. This will be through on-the-ground interventions, working with provincial and regional leaders and developing learning and practical resources for wider implementation of the WPS agenda. Additionally, it will strengthen the abilities of women and men in government and civil society to effectively participate in and contribute to these frameworks and processes.

There have been a synergistic and sustained investments in WPS agenda in Papua New Guinea by the four UN project partners aimed at the holistic aspects of WPS. UN Women has led the Spotlight initiative on women in PNG, Women Make the Change and the Global Safe Cities programme including women and girls in marketplaces and the Safe Public Transportation. UNDP has worked with UNCDF in implementing the Rapid Finance Facility, Gen 3, project that focused on women economic empowerment in a post Covid environment by increasing their security and wellbeing through economic independence. At a macro level, there been closer engagement with the political leadership through formation of women GBV and empowerment committees within the Papua New Guinea Parliament and Bougainville House of Representatives. These initiatives provide sustained and impactful outcomes that align with the proposed project.

Project name (duration)	Donor and budget	Project focus	Difference from/ complementarity to the current proposal
Creating Conditions for Peace 2021-2023	PBF \$ 4,000,000	The project addresses the root causes of violence and conflict in the Highlands by empowering the duty bearers and rights-holders as a critical enabler for peace and development is strengthened to support the achievement of sustaining peace.	The project has resulted in promoting peace, development, and conflict resolution in Hela and Southern Highlands provinces, making significant steps in addressing conflict-related challenges and empowering local communities to be active participants in their own development processes. The project has mediated 12 conflicts through faith-based partners, enhanced the capacity of 100 male and female peacebuilding leaders, provided peace and development grants to 25 communities, and bridged the gap between local governments and communities through peace conferences.
Addressing Conflict and Fragility in the Highlands 2021 - 2024	KOICA \$ 3,000,000	The project aims for a high level of impact by communities experiencing improved social cohesion and conditions of peace and stability as a result of reduced inter-communal conflicts and violence.	The project has 1) worked toward social contract by bringing together community representatives and government officials from various administrative levels to discuss their needs and priorities for peace and development, 2) bridged the gap between communities by facilitating peacebuilding forums to share experiences and work on joint plans for peace and development of their communities, 3) conducted a justice scoping study, providing valuable insights into the prevailing justice-related challenges in the Highlands of

			PNG, and 4) provided post-conflict recovery support to 127 communities. Women stakeholders have been extensively engaged and collaborated in equal manner with provincial and political leadership.
Strengthening Local Solutions for Conflict Prevention and Peacebuilding in the PNG Highlands 2022-2024	UK FCDO \$ 709,000	The project addresses fragility, conflict, and violence in the Highlands of PNG by strengthening local institutions and infrastructures for peace to respond to peacebuilding and violence prevention needs.	The project focuses on providing safe spaces and responsive services to survivors of SARV in the Highlands. It promotes a culture of peaceful co-existence among populations and reduces the risk of their exposure to conflicts through community peacebuilding and development projects.
Sustaining Peace in Bougainville	PBF \$3,335,003	Supporting the post referendum process in Bougainville through close partnership with ABG and government of PNG with initial women led economic development initiatives	The project will be complimentary to this WPS initiatives in providing a robust framework to build on the WPS and enabling better integration of the WPS agenda to the post referendum and economic development activities.
Spotlight Initiative	EU \$ 6,979,247 (Phase I &II)	The Spotlight Initiative provided technical support to the PNG government to contribute to gender-based violence GBV/SARV, provided grants to national CSOs/women's organizations as part of the National Budget. These resulted into special measures to protect women and girls from conflict-related sexual violence and outline gender-related responsibilities.	Interventions under Spotlight resulted in the protection of women and girls from conflict-related sexual violence and outline gender-related responsibilities. Given this context, UN Women will draw on the work done under Spotlight and take forward its trusted partnership with the Department of Community Development and Religion and Department of National Health to roll out community referral pathways for women survivors of GBV and SGBV. The proposed project will work on both the supply and demand sides - capacitating and developing SOPs, case management services and quality services to increasing awareness and access of these delivery points to survivors.
Women Make the Change (WMC 2020-2023)	\$5,116,889 (Australia): \$3,634,667 New Zealand: \$1,482,222	To create an enabling environment for women's leadership and political participation at all levels of governance	UN Women supported the creation of an enabling environment for meaningful participation of women in political processes. WMC promoted legal frameworks for gender balance in elections through technical assistance of GOPNG and ABG institutions, long-term capacity development, institutional strengthening, and bridging the gap between community and their representatives by engaging with civil society. During the phase 1, women political and electoral participation gained momentum, with a number of women

			candidates being endorsed by political parties to contest in 2022 NGEs. The proposed project will use lessons from WMC in promoting legal and policy frameworks that support gender balance in decision-making roles, promoting women as equally legitimate and effective leaders as men, for peace and security.
Mental Health and Psychosocial Support in Hela Province January 2022 – April 2024	Peace Building Fund USD 1,500,000 (UNW USD 741,371.11, UNFPA USD 758,628.89)	Addressing conflict-related trauma amongst men, women and youth through capacity building of community workers (mediation teams, community mobilisers, and other community members) and healthcare staff and implementing psychosocial community-based activities.	Community-based psychosocial support activities are implemented through this project, strengthening community resilience and gender equality. Furthermore, capacity building and supervision of community and health workers ensures that multilayered mental health and psychosocial support activities are available for the affected by the conflict communities in Hela Province.
Peace Within, Peace Together: Ending the Scourge of Gender-Based Violence and Sorcery Accusation Related Violence in PNG Southern Highlands 2022-2026	KOICA \$5,000,000	The project aims to ensure survivors of Gender Based Violence (GBV) and Sorcery Accusation Related Violence (SARV) have access to quality, coordinated and accessible support. It seeks to prevent GBV and SARV through positive social norm change which foster peaceful interpersonal and intercommunal relationships.	Complementary to the current proposal. This project ensures that women, girls and marginalized persons who experience or are at-risk of GBV and SARV have access to quality, timely and well-coordinated multi-sector essential services, which are delivered as part of a cohesive and coordinated social protection system. In addition, activities focus on building and maintaining equal, non-violent and trusting relationships at individual, familial and community levels between men, women, boys and girls.

II. Project content, strategic justification, and implementation strategy (4 pages max Plus Results Framework Annex)

- a) *A brief description of the project focus and approach – describe the project's overarching goal, the implementation strategy, and how it addresses the conflict causes or factors outlined in Section I (must be gender- and age- responsive).*

Project Vision:

The project aims to help women and girls in PNG exercise their rights and agency and live a life free from all forms of discrimination and violence, and participate in and benefit from more accountable, gender-responsive, inclusive and transparent governance that promotes Women, Peace and Security, as set as a major target in the United Nations Sustainable Development Cooperation Framework (UNSDCF)'s target for Papua New Guinea.

Moreover, the vision of this project is to empower women in PNG to actively contribute to sustainable peace and security by addressing key pillars of the Women, Peace, and Security agenda - participation in decision-making, access to justice, women-led conflict resolution, and inclusion in peace processes; and to create an enabling environment that where women are free to actively engage without fear and discrimination.

Project mission:

This project aims to empower women and girls and enhance the capacity of key actors to strengthen the Women, Peace, and Security agenda in PNG via targeted support to the policy frameworks and roll-out of impactful and measurable local initiatives in Hela and Southern Highlands provinces and in the Autonomous Region of Bougainville. This will be achieved through empowering women and engage their communities, local and national actors to establish an enabling environment for women's active participation in decision-making and leadership roles, enhancing women's access to justice, facilitating women-led initiatives in conflict resolution, peacebuilding, and post-conflict recovery, and by supporting women's meaningful inclusion in the Autonomous Bougainville Government's peace process,

The project mission will be achieved through three separate but interconnected outcomes:

- Outcome 1: An enabling environment is created and strengthened for active participation of women in decision-making and leadership roles.
- Outcome 2: Women, men, and communities proactively advance the Women, Peace, and Security priorities through improved women's access to justice and women-led initiatives in conflict resolution, peacebuilding, and post-conflict recovery in the Highlands of PNG.
- Outcome 3: Women meaningfully participate and lead in peace and security processes that contribute to sustaining peace and resilience in the Autonomous Bougainville Government (ABG).

Together these outcomes aim to effectively respond to the need for women's meaningful participation at national and local levels in PNG by unpacking the four pillars of Women, Peace and Security Agenda (Participation, Protection, Prevention and Relief and Recovery) to empower women and girls and create an enabling environment for women's active participation at all levels. Focus will be put on leadership and peacebuilding processes by enhancing laws, strengthening critical institutions and services, and engaging the broader community (including men and boys) in women's empowerment initiatives, while also strengthening civil society, including grassroots women organizations focusing specifically on women's access to justice, facilitating women-led initiatives in conflict resolution, peacebuilding, and post-conflict recovery, and by supporting women's meaningful inclusion in the Autonomous Bougainville Government's peace process

Outcome 1 proposes a range of activities towards demonstrating immediate impacts to build the trust of stakeholders and communities. In implementing its dual strategy, the proposed activities will also focus on developing trust between government stakeholders, civil society, and the citizenry to push for a common ground. The proposed activities under Outcome 1 will not only build support by identifying champions of the WPS agenda within the institutions and communities but also build a critical mass of supporters to push for GEWE-WPS-linked policies. Hence, it is critical that there are interlinkages between relevant departments and sensitization of why the WPS agenda is necessary. The proposed activities address the gap of not only ensuring that current GEWE policies cover WPS pillars in their entirety - but also come with an actionable plan, resources, and allocation of responsibilities to move the government machinery towards implementation.

Outcome 2 Will work towards increasing women's access to justice in the Highlands of PNG, the project intends to build effective and inclusive rule of law systems and institutions to advance gender equality as well as the creation of Women Insider Mediators Teams that will represent a groundbreaking initiative in the Highlands, opening doors for increased female participation in conflict prevention, conflict resolution and peacebuilding efforts.

Beyond enhancing women's access to justice and empowering women insider mediators, women-led initiatives will be supported to involve women-focused post-conflict recovery through small community peacebuilding grants focused on sustaining peace through gender-responsive interventions. Building on existing PBF interventions aimed to support community peace and development initiatives, the project will assist women in facilitating priority action planning and implementing community-led impact projects that address localized conflicts and prevent violence and gendered impacts, with women's community leadership being placed at the centre of analysis, planning and decision-making.

Outcome 3 will focus on increasing meaningful participation of women in decision-making positions in the post-referendum process through the highest levels of Government, parliamentary and community to strengthen WPS initiatives and to increase the skills of women mediators, human rights defenders and negotiators have increased skills to participate and/or lead in the post-referendum process.

If all these components are successfully implemented, there will be a cumulative effect, leading to increased gender equality in decision-making, enhanced access to justice for women and girls, effective women-led and inclusive conflict resolution and peacebuilding, and inclusive and sustainable peace processes in PNG. Then, the impact will be a more inclusive, just, and sustainable peace where the active participation of women is integral to building and maintaining peaceful and sustainable communities, and where the diverse needs of all members of society are considered in decision-making processes. The proposed project will work on both the supply and demand side - capacitating and developing SOPs, case management services and quality services to increase awareness and access to these delivery points to survivors.

The three outcomes of the project are envisioned to interconnect and complement one another, building synergies between the WPS efforts at the national level and in the Highlands and Bougainville. The national policy outcome will focus on the WPS agenda, working with the national authorities and stakeholders, while the Highlands and Bougainville outcomes tailor specific strategies aligned with local contexts. These outcomes will interact through knowledge exchange forums, where successful policies and practices from the national level will inform provincial approaches and vice versa, as well as between the provinces. For example, the learnings from the traditional justice in the Highlands will be shared in Bougainville, and learning from women's empowerment and participation in the development and peace processes in Bougainville will be shared in the Highlands. The project will organise exposure and provide joint workshops to the project stakeholders from the three provinces to share experiences, best practices, and skills, adapting effective techniques across geographic boundaries and ensuring a harmonised approach towards achieving gender-inclusive peace and security goals. Moreover, joint monitoring initiatives among the project teams in the capital, Highlands, and Bougainville, will enable the identification of good practices and replicating them accordingly. The project Coordinator will be critical in facilitating collaboration and coherence among the various national and provincial project interventions by establishing regular communication channels, organising joint planning sessions, and serving as a central hub for sharing insights, experiences, and resources.

Outputs 1.2 and 1.3 which focus on engagement of youth and women champions and leaders and CSOs in national level processes will specifically include the women and youth champions, leaders and CSOs engaged through Outcomes 2 and 3 in Bougainville and the Highlands, also giving them a chance to work outside of their specific local contexts

- b) *Provide a **project-level 'theory of change'** – explain the assumptions about why you expect the project interventions to lead to changes in the conflict factors identified in the conflict analysis. What are the assumptions that the theory is based on? Note, this is not a summary statement of your project's outcomes.*

The theory of change for this project operates on the fundamental assumptions that 1) policies and practices incorporating women's perspectives are pivotal for devising comprehensive and efficient approaches to peace and security; 2) empowering women and guaranteeing their equal participation in decision-making processes not only bolsters social stability but also diminishes conflicts; and 3) involving communities in championing gender equality and peacebuilding nurtures enduring transformations at the grassroots level, ensuring sustainable change.

If women's participation in decision making and leadership roles in PNG increase

- Increase in the confidence and skills to advance social norms that hinder women from participating in decision making and leadership roles

And if Quality Access for Justice is improved for women in (target areas) and legal literacy programs, legal reforms, and awareness campaigns are implemented to improve access to justice for women in PNG -

- Then, women, their communities, local and national actors will be more aware of women's legal rights, access to legal institutions will increase and there will be improved quality in access to justice, especially in cases of gender-based violence (potentially if building on Spotlight)

If initiatives for women led conflict resolution and peacebuilding is adapted and implemented nationally and in the highlands as a pilot, it will help increase: '

- All actors will be more aware of the positive impact that women have on peace processes support for women-led peacebuilding initiatives will increase.
- Then, there will be an increase in the number of women actively engaged in peacebuilding efforts, leading to more successful implementation of peace projects in the country.

If all these components are successfully implemented, there will be a cumulative effect, leading to increased gender equality in decision-making, enhanced access to justice for women and girls, effective women-led and inclusive conflict resolution and peacebuilding, and inclusive and sustainable peace processes in PNG.

Then, the impact will be a more inclusive, just, and sustainable peace where the active participation of women is integral to building and maintaining peaceful and sustainable communities, and where the diverse needs of all members of society are considered in decision-making processes.

Impact

A more gender-equitable country in which women and men equally benefit from development and access to their basic rights.

Outcome 1

An enabling environment is created and strengthened for active participation of women in decision-making and leadership roles for improved peace and security.

Output 1.1

Development of evidence-based policy frameworks on WPS and gender equality.

Output 1.2

Strengthened youth, women and the community's participation in policy dialogues and initiatives at the national and sub-national level with government stakeholders to contribute towards gender-sensitive policymaking and peacebuilding.

Output 1.3

Government and community stakeholders have a better understanding and are able to provide gender-sensitive protection and response services in response to violence against women and girls (VAWG).

Outcome 2

Women, men and communities proactively advance the Women, Peace, and Security priorities through improved women's access to justice and women-led initiatives in conflict resolution, peacebuilding, and post-conflict recovery in the Highlands of PNG.

Output 2.1

Women and girls have improved access to quality local justice services.

Output 2.2

Women's participation in conflict prevention, conflict resolution and peacebuilding is strengthened in the PNG Highlands through Women Insider Mediators and Mediators Networking.

Output 2.3

Women-led community initiatives fostered to promote post-conflict recovery, sustain local peace processes, and advance WPS priorities.

Outcome 3

Women meaningfully participate and lead in peace and security processes that contribute to sustaining peace and resilience in the Autonomous Bougainville Government (ABG).

Output 3.1

Increased meaningful participation of women in decision-making positions in the post-referendum process through the highest levels of Government, parliamentary and community to strengthen WPS initiatives

Output 3.2

Women mediators, human rights defenders and negotiators have increased skills to participate and/or lead in the post-referendum process.

- c) *Provide a narrative description of key project components (outcomes and outputs), ensuring sufficient attention to gender, age and other key differences that should influence the project approach. In describing the project elements, be sure to indicate important considerations related to sequencing of activities. Ensure that where relevant UN's [Community Engagement Guidelines](#) are adhered to.*

OUTCOME 1: An enabling environment is created and strengthened for active participation of women in decision-making and leadership roles for improved peace and security.

Outcome 1 will focus on creating an enabling environment for the implementation of UNSCR 1325 Women, Peace, and Security (WPS) Agenda and UNSCR 2250 Youth, Peace, and Security (YPS) commitments in PNG, which centres the role of women, youth (young men and women) and vulnerable groups as peacemakers and building inclusive societies. The project will provide technical support to develop and implement policy frameworks on the WPS agenda in the form of National Action Plans/Policies and build expertise and capacity to ensure that its political, social, economic and security priorities are reflected in the plan. The Outcome will support the capacity and skills development of women-led and women's rights CSOs to participate in, lead and influence formal and informal decision-making and political processes across the nexus, including through evidence-based advocacy. The process will include but not be limited to consultative dialogues engaging women organizations, CSOs and networks to ensure an inclusive and participatory approach that connects the local level to the national and learns from relevant regional experiences.

Output 1.1: Development of evidence-based policy frameworks on WPS and related gender equality.

This output focuses on advocacy with key government stakeholders on the critical need and benefits of implementing and incorporating the WPS agenda in national policy frameworks. The activities are focused on providing technical guidance, sensitization, mobilizing key stakeholders on the WPS agenda and creating ownership of the process through their direct involvement.

Indicative activities include:

Activity 1.1.1: Conduct a mapping/assessment of the status as well as gaps in existing national policy frameworks relevant to the WPS agenda.

Activity 1.1.2: Support the Government in developing/reforming the WPS guidelines, including implementation, coordination, monitoring, reporting, evaluation, data collection (including strengthening SDG5 and SDG16 national and local data) and resource mobilization strategies, to pave the way for the National Action Plan.

Activity 1.1.3: Identify and advocate with relevant government departments for the development of national policies and frameworks on the WPS agenda through awareness sessions and dialogues.

Activity 1.1.4: Build the capacity of government bodies (law enforcement, justice department, ministry officials) and women and men parliamentarians of the national Parliamentary Committee on GEWE to ensure effective oversight of the WPS agenda in the Parliament and funding allocations that are gender responsive.

Output 1.2: Strengthen youth, women and the community's participation in policy dialogues and initiatives at the national and sub-national level with government stakeholders to contribute towards gender-sensitive policymaking.

This output focuses on the participation pillar of the WPS Agenda at the national level by ensuring that a diverse group of community stakeholders – men, women, youth, civil society activists, religious leaders, and local councilors are involved in contributing towards WPS-linked policy frameworks, ensuring that their needs, perspectives, and experiences are reflected in the policy and that women advocates and activists from across the country can cross-fertilize ideas and learn from each other. The activities particularly focus on bridging the gap between government stakeholders and the citizenry by providing platforms and forums whereby the two stakeholders can interact and collaborate for peaceful societies.

Activity 1.2.1: Conduct a mapping exercise of existing PNG youth and women's organizations working on WPS and YPS, including capacity needs/gaps.

Activity 1.2.2: Mobilize and strengthen women and youth groups/organizations/networks through technical and sustainable strategy support to advocate for peace.

Activity 1.2.3: Cultivate a new generation of women and youth leadership, especially young women, through training and mentorship so that they are better able to advocate for women's rights in peacebuilding and decision-making forums.

Activity 1.2.4: Facilitate networking forums, and convenings to share cross-earnings and consensus building for the youth and women's organizations, groups and leaders to contribute to peace processes.

Activity 1.2.5: Engage religious leaders, community elders, local councilors, youth, women's organizations, and civil society in multi-stakeholder dialogues with the parliamentary committee(s) and government representatives of the key relevant WPS bodies and institutions and on WPS policies (e.g., NAP).

Output 1.3:

Output 1.3: Women are perceived as equally legitimate and effective leaders as men in peace and security.

The output focuses portrayal of women in media and their role in peace and security. The activities focus on building positive perceptions about women as change makers in peace and security agenda, mentoring a new generation of young women to apply a gender-lens in reporting on WPS and combating hate speech and dis/misinformation against women. This will also include capacity building of village court officials and family courts on human rights so that survivors have equal access to justice, including by providing training and capacity-building for court personnel, strengthening the issuing, monitoring and enforcement of protection and interim protection orders, and introducing specialized court procedures to allow for women's safe access to justice. In line with the recommendations from the CEDAW Convention, the project will work progressively to capacity-build village courts to ensure that the decision-makers, in their decisions, apply the principles of equality and non-discrimination in line with Article 1 of the CEDAW Convention.

Activity 1.3.1: Develop and implement a multimedia campaign including TV, radio, and social media to promote positive narratives on the value of WPS to PNG governance.

Activity 1.3.2: Foster a cohort of young women journalists, bloggers, social media influencers, beat reporters through capacity development on women's leadership in peace and security.

Activity 1.3.3: Launch a comprehensive public awareness campaign aimed at combating hate speech and mis/disinformation directed towards women, particularly in the context of peace and security efforts.

Outcome 2: Improved women's access to justice and conflict resolution, peacebuilding, and post-conflict recovery in the Highlands of PNG.

Output 2.1: Women and girls have improved access to quality local justice services.

To increase women's access to justice in the Highlands of PNG, the project intends to build effective and inclusive rule of law systems and institutions to advance gender equality and the ability of women and girls to realize and claim their human rights on equal footing to all others. The project interventions at the community level will include 1) improving the capacity and effectiveness of traditional justice systems, including the leaders' court and village court, by bolstering the leadership, mediation and conflict resolution abilities of community leaders, heads of household, women leaders, and family groups through targeted training and capacity building initiatives, 2) acknowledging and empowering individuals who are working to protect women from injustices by formalizing their role in the community and providing public recognition from leaders, and 3) leveraging the role of male champions and youth as peacebuilders and agents of change by working with youth (girls and boys) to address social norms associated with violence, helping them perceive violent responses to grievances as an unacceptable outcome, and understand how the justice system works and how to seek justice.

Law enforcement entities have limited capacity and reach and have long been mistrusted by local communities because officers have lacked training and because of police brutality and corruption. For the most part, law enforcement officers lack the capacity to fulfil their task of protecting victims of domestic violence and much capacity building is needed. Positive steps have been taken since the past universal periodic review. In 2019, two dedicated gender advisers were introduced in the police and gender-sensitivity training was provided to male officers. Work commenced in 2021 on the development of a gender equality and social inclusion policy for the Royal Papua New Guinea Constabulary. A women's advisory network aimed at supporting and enhancing equal opportunity for and the empowerment of women in policing has been developed and holds regular meetings. The government has made notable progress in establishing a range of core protection service providers, such as family sexual violence units and police sexual offences squads. The quality, coverage, and degree of utilization of these services remain low.

At the organizational level, the project will 1) pilot establishing a safe and respected space within village courts that is affordable, accessible and nondiscriminatory and could give women a more feasible pathway to seek justice where they will be taken seriously and strengthen simultaneously the community's organic structures to facilitate the adoption of such spaces as a legitimate and recognized community pathway for accessing justice for women and girls, and 2) empower and bolster current systems and programmes that are working, specifically the Leader Courts and Church Groups who are operating effectively in many

communities, and recognizing these informal mechanisms through official government support, acknowledgement and funding would be an effective way of improving access to justice for women and vulnerable communities. Furthermore, the project will empower women to maintain peace, where many women currently play a critical role as peacekeepers of their communities in the Highlands. There is an opportunity to empower these women and their peers through women's forums to enable their voices to be heard and provide social support.

Indicative activities:

Activity 2.1.1 Improve community-level traditional justice systems through capacity building of relevant stakeholders on legal principles, human rights, cultural sensitivity, gender equality, sensitization and inclusivity, and gender-inclusive dispute resolution procedures to effectively address women's access to justice in eight LLGs of Hela and Southern Highlands provinces.

Activity 2.1.2 Engage traditional leaders, male champions, and youth (19-35 aged; girls and boys) to address and challenge sociocultural norms linked to gender-based violence in Hela and Southern Highlands provinces.

Activity 2.1.3 Pilot establishing a safe and respected mediation space within eight village courts in Hela and Southern Highlands provinces.

Activity 2.1.4 Empower informal mechanisms and community structures to promote peace and access to justice in eight LLGs of Hela and Southern Highlands provinces.

Output 2.2: Women's participation in conflict prevention, conflict resolution and peacebuilding are strengthened in the Highlands Region through Women Insider Mediators and Mediators Networking.

Through PBF and KOICA-funded projects – 'Creating Conditions for Peace' and 'Addressing Conflict and Fragility in the Highlands,' five Mediation Teams have been established in the Highlands of PNG, dedicated to facilitating the mediation of 12 complicated inter-group conflicts (2019-2023) and any emerging inter-group disputes in Hela and Southern Highlands provinces. These Mediation Teams are predominantly comprised of male members and have been carefully chosen due to their pivotal roles in addressing the specific conflicts they are currently intervening in. Having successfully piloted a localized model of conflict mediation through the support of faith-based organizations, the project aims to extend support to women by establishing Women Insider Mediation Teams. The Women Insider Mediators will undergo training to empower them to proactively engage in mediating conflicts related to women's issues, including addressing conflicts arising from Sorcery Accusation Related Violence (SARV) and Gender-based Violence (GBV). The project will facilitate an enabling environment for these dedicated women mediators to collaborate closely with the existing five men mediation teams, fostering a shared experience and building strong networks to advance the WPS agenda at the sub-national level in both provinces. The creation of Women Insider Mediators Teams will represent a groundbreaking initiative in the Highlands, opening doors for increased female participation in conflict prevention, conflict resolution and peacebuilding efforts. These women mediations will be closely connected with the mediation teams and expert organizations, such as the Mindanao Peacebuilding Institute and the Clingendael Institute, among others, to further their capacity to advance the WPS priorities in their roles as Insider Mediators.

Concurrently, the project will actively promote a gender-responsive approach in all aspects of its peacebuilding initiatives. This entails engaging policymakers, male peacebuilders, and collaborating

partners to fully acknowledge and appreciate the importance of women's involvement in peacebuilding. The goal is to establish an inclusive environment that enables women to meaningfully participate in mediation efforts and peace processes across all levels.

Indicative activity:

Activity 2.2.1 Establish Women Insider Mediation teams to proactively resolve conflicts and promote peace in eight LLGs of Hela and Southern Highlands provinces.

Activity 2.2.1 Strengthen the existing five Male Mediation Teams and the new Women Insider Mediation Networks through the establishment of inclusive and collaborative spaces and forums for knowledge sharing and action planning around WPS priorities in Hela and Southern Highlands provinces.

Output 2.3: Women-led community initiatives fostered to promote post-conflict recovery, sustain local peace processes, and advance WPS priorities.

Beyond enhancing women's access to justice and empowering women insider mediators, women-led initiatives will be supported to involve women-focused post-conflict recovery through small community peacebuilding grants focused on sustaining peace through gender-responsive interventions. Building on existing PBF interventions aimed to support community peace and development initiatives, the project will assist women in facilitating priority action planning and implementing community-led impact projects that address localised conflicts and prevent violence and gendered impacts, with women's community leadership being placed at the centre of analysis, planning and decision-making. These interventions have provided robust mechanism that deepen the local participation and ownership of such initiatives. Implementing community-led projects will also significantly enhance women's access to livelihood opportunities, leading to their economic empowerment. These would be implemented in 20 communities in Southern Highlands and Hela provinces and could include the design and construction of gender-responsive physical community infrastructure that enables the participation of women and women leaders in community decision-making and also community initiatives such as water, agriculture, and livelihood projects that seek to reduce impacts of conflicts on women. Additionally, upskilling women with entrepreneurial, financial literacy and technical skills will elevate their social prominence. If women have a more robust social standing, they will, in turn, have more access to justice and a more influential platform to advocate for peaceful resolutions.

Indicative activity:

Activity 2.3.1 Integrate gender-sensitive post-conflict recovery planning into the existing community forums/spaces/structures for inclusive community peace and development planning.

Activity 2.3.2 Delivery of women-led and women-focused post-conflict recovery community impact projects to increase women's access to economic empowerment and address the impact of conflicts on women and men.

Outcome 3: Women meaningfully participate and lead in peace and security processes that contribute to sustaining peace and resilience in the Autonomous Bougainville Government (ABG).

Output 3.1: Increased meaningful participation of women in decision-making positions in the post-referendum process through the highest levels of Government, parliamentary and community to strengthen WPS initiatives (mentoring, skills building, grassroots initiatives and storytelling and data)

Indicative activities:

Activity 3.1.1: Enable women caucus formation with fellow parliamentarians in PNG national parliament (through gender subcommittee and Bougainville sub-committee) and in the Pacific focused on shared experiences and dissemination of the Melanesian and Pacific women peace and security initiatives (alignment to Regional Action Plan)

Activity 3.1.2: Provide technical support to ABG and Bougainville House of Representatives (BHOR) to advance the WPS agenda.

Activity 3.1.3: Host workshops and trainings for Caucus members (Bougainville and national parliament) and sensitize them on the WPS agenda (both male and female members).

Activity 3.1.4: Localize and deepen WPS-related initiatives through youth and women federations in Bougainville with a focus on mainstreaming women's leadership, policy, and practice.

Activity 3.1.5: Foster collaboration between government agencies, the private sector, civil society, and higher education in aligning and rolling out the WPS agenda.

Output 3.2: Women mediators, human rights defenders and negotiators have increased skills to participate and/or lead in the post-referendum process.

Indicative activities:

Activity 3.2.1: Workshops to strengthen women's leadership, negotiation, and advocacy skills to lead and influence institutional reforms and other high-level political processes at the national and regional level, as well as address WPS agenda oversight.

Activity 3.2.2: Support alliance-building and networking of women CSOs, HR organizations, and young women on issues related to the WPS agenda.

Activity 3.2.3: Establish a mentorship Program by pairing experienced women mediators with aspiring ones to provide guidance, support, and knowledge sharing. Knowledge exchange between Highlands and Bougainville mediators through informal and formal mechanisms.

Activity 3.2.4: Create networks and platforms for women human rights defenders and mediators to connect, share experiences, and exchange best practices.

Activity 3.2.5: Provide training on conflict issues such as disarmament, conflict transformation, security sector reform, or transitional justice, enabling women mediators to contribute effectively to technical negotiations.

Activity 3.2.6: Collaborate with government bodies to integrate gender-sensitive approaches into official negotiation strategies and processes.

Activity 3.2.7: Provide community peace grants to women and youth organizations to advocate for and address issues related to WPS, particularly in view of the post-referendum context in Bougainville.

- d) **Project targeting** – provide a justification for geographic zones, criteria for beneficiary selection, and expected number and type of stakeholders/beneficiaries (must be disaggregated by sex and age). Indicate whether stakeholders have been consulted in the design of this proposal. Do not repeat all outputs and activities from the Results Framework.

The project will work at the national and sub-national levels, with a specific geographic focus on the National Capital District, Autonomous Region of Bougainville, and Hela and Southern Highlands Provinces. The focus on Hela and Southern Highlands provinces is guided by and in line with the National Government's focus (along with Enga province) as priority provinces for implementation of a new whole-of-government integrated approach (Social and Law and Order Sectors) to improve social services led by the National Department of Justice and Attorney General with support from other social departments including the Department of Provincial and Local Government Affairs and the Department for Community Development and Religion. The project will work closely with women's and youth's groups, community leaders, civil society and faith-based organizations, women political leaders, including the women members of the National Parliament, parliamentary committees, and women's civil society organizations. In addition, the project will work with the National Department for Community Development and Religion and the Hela, Southern Highlands, and Bougainville Provincial Governments.

III. Project management and coordination (4 pages max)

- a) **Recipient organizations and implementing partners** – list all direct recipient organizations and their implementing partners (international and local), specifying the Convening Organization, which will coordinate the project, and providing a brief justification for the choices, based on mandate, experience, local knowledge and existing capacity.

Agency	Total budget in previous calendar year	Key sources of budget (which donors etc.)	Location of in-country offices	No. of existing staff, of which in project zones	Highlight any existing expert staff of relevance to the project
Recipient Organization: UNDP Implementing partners: 1. World Vision 2. CARE PNG 3. Conciliation Resources	\$22,227,431	GEF Japan EU Aus. DFAT PBF One UN Fund KOICA GCF UK FCDO Government of PNG	<u>Country Office</u> • Port Moresby <u>Field Offices</u> • Hela • Southern Highlands • Morobe • East Sepik • East New Britain	7 in Bougainville and 8 staff in Highlands. 15 staff in Bougainville and the Highlands	Highlands Programme Coordinator Peacebuilding Specialist WPS & Environment Specialist Private Sector Development Specialist

4. United Church PNG 5. Catholic Diocese of Mendi 6. ThinkPlace Australia 7. Rural Women's Development Foundation Inc			• Autonomous Region of Bougainville		
Recipient Organization: UN Women	13.5 million USD	DFAT MFAT EU Japan Government of PNG	Country Office Port Moresby Field Office 1. Hela Autonomous Region of Bougainville	1 Staff in Hela - Field Office 1 NOC Manager in Bougainville 2 NOB staff in Highlands 1 Staff based in Port Moresby	1. Deputy Country Representative (part of time) 2. NOC level programme Manager 3. P3 level staff (1) 4. WPS Program Analysts (3) 5. Programme Associates (2) Coordinator
Implementing partners: 1. Melanesian Institute 2. Hela Orphans Hope Center 3. Komo Youths For Change 4. Southstar Sports Development Association 5. Nemarep Tourism Development Association 6. St. Francis Care Homes. 7. Bougainville Women Federation 8. United Church PNG 9. Catholic Diocese of Mendi 10. World Vision 11. Nazareth Centre for Rehabilitation 12. Leitana Nehan Women's Development Agency					
Recipient Organization: UNFPA	USD 6.7 mil in PNG country office	Australia	Port Moresby	1	Gender specialist
Implementing partners:					

<ul style="list-style-type: none"> • Autonomous Bougainville Government • Pacific Conflict Studies Institute of Australia • Government of Papua New Guinea • 					
Recipient Organization: OHCHR -Catholic Diocese of Mendi -Correctional Services -Autonomous Bougainville Government -Department of Justice - Royal PNG Constabulary -Human Rights Defenders Network	USD 250,000.00	OHCHR	<ul style="list-style-type: none"> • Hela • Southern Highlands • West Sepik • East New Britain • Western Province Autonomous Region of Bougainville	2	Human Rights and Law Enforcement Detention Monitoring Human Rights Monitoring training for HRD's
Implementing partners:					

UN agencies will work closely with multiple partners, including national agencies and CSOs, to drive impactful and enduring change and exchange best practices, resources, and programmatic outcomes. At the centre of the project's engagement with civil society are partnerships like the Nazareth Centre of Rehabilitation and the Catholic Diocese of Mendi and Bougainville, which have long-standing relationships with UNDP, UN Women, and the UN agencies for over two decades (Nazareth) and a decade (Catholic Diocese). UN Women has a strong track record of capacitating CSOs through technical assistance and developing tools such as CSO mapping and CSO capacity-building plans, fostering partnerships, supporting advocacy efforts, and promoting women's empowerment initiatives.

The project will increase the capabilities of CSOs in effectively navigating the necessary structures required for delivery of services tailored for women. Furthermore, the project envisions fostering collaborative partnerships

with CSOs to craft sustainable programmes that address financial, regulatory, and capacity-related constraints identified as inhibiting CSOs from fully advancing the gender agenda. The project will also provide technical support, training, and continuous mentoring to strengthen the capacity of CSOs to be functional and responsive to the changing needs of the communities and design and implement projects for women's empowerment and participation in peacebuilding, conflict resolution, and accessing justice and other essential services. The project's allocation towards CSOs and other parties, including contractual services, is estimated at \$1.52 million.

b) Project management and coordination – Indicate the project implementation team, including positions and roles and explanation of which positions are to be funded by the project (to which percentage). Explicitly indicate how the project implementation team will ensure sufficient gender or youth expertise. Explain project coordination and oversight arrangements and ensure link with PBF Secretariat if it exists. Fill out project implementation readiness checklist in **Annex A.1** and attach key staff TORs.

The UN Resident Coordinator will provide overall strategic guidance on implementation of various aspects of the project to ensure that activities are guided by rigorous technical expertise, political analysis, coherence, collaboration and coordination in providing support to GOPNG. This level of coordination is important to minimise possible duplication of activities.

A Project Board will be established which will provide oversight for the Project. The Project Board will be chaired by the UN Resident Coordinator. On the Government partners side, the Project Board will have one representative from the PNG National Government, represented by the Secretary to the Department of National Planning. On the supplier side, UNDP, UNFPA, UN Women, and OHCHR will all be represented.

The project board may change the composition of its membership from time to time. All such decisions will be agreed by consensus of the Project Board and recorded in writing. The project board may, from time to time, invite individuals and/or organizations not serving Board members, to participate in meetings as and when required. All such invitations will be made in writing.

The Project board will meet at a minimum once a year or at period and frequency to be decided at the initial meeting of the board that will be held within three months of approval of the project. The Project Board will be supported by a secretariat resourced by UNDP that will provide the agenda, secretarial services and drafting of board agenda and meeting minutes.

Agency (Department)	Role
UN PNG Resident Coordinator	Co-chair
Chief Secretary to the Government Department of Prime Minister and National Executive Council	Co-chair
UNDP PNG Country Office Resident Representative	Supplier
UN Women PNG Country Office Representative	Supplier
UNFPA PNG Country Office Representative	Supplier
OHCHR PNG Country Representative	Supplier

The Project will be implemented by a core project team supported by existing staff from the four partner UN agencies, namely UNDP, UN Women, UNFPA and OHCHR. Convening Agency will be UN Women, while UNDP will undertake the main integration activities and will be responsible for the coordination and liaison with PBSO. UNDP will provide the Joint Project Coordinator.

The four agencies implementing the project will work on a consensual approach to the implementation of the project and will work closely with CSO, Government agencies and other across all phases of the project. The project being women focused required a strong association with UN Women for strategy related perspectives and being an area based outcomes, it needed stronger on the ground resourcing and overview from UNDP. This made the use of a composite approach relevant for this multi-region, multi-faceted approach to WPS initiatives. Any potential disagreements will be managed and resolved by the agency heads and if there are still outstanding issues, then the final decision will be made by the UN Resident Coordinator both as head of the UN Country Team and also the project Chairman. Programmatic activities will be deliberated and made at the project steering committee meeting.

Agency	Staff	Level	Salary contribution	Recruitment status	Location
UN Women	Project Manager	P3	50%	TOR being finalised	Port Moresby
UN Women	Project Officer	NOB	100%	TOR being finalised	Port Moresby
UNDP	Joint Project Coordinator	P4	38%	TOR being finalised	Buka
UNDP	Project Manager	P3	38%	In Place	Mendi
OHCHR	Human Rights Advisor	P4	50%	Recruitment in process	Port Moresby
UNFPA	Project Manager	NOB	100%	TOR being finalised	Port Moresby

All project staff will also report to this Joint Project Coordinator, while also reporting to their respective agency for administrative and agency matters. The joint project coordinator will enable the strategic and intellectual coherence of the WPS agenda aligns to on-going joint projects in the Highlands and Bougainville thereby realising synergies across agencies and regions. The joint project coordinator will liaise closely with the UN Peace and Development Adviser and the UN Political Liaison Officer on strategic direction, ensuring there is a common vision and coherence in engagement with stakeholders and high-level priorities. Specific locations of each key project staff will be reviewed jointly by the project Heads of Agencies and the RC/RCO to ensure efficiency and strategic rationalization

UNDP has well-established offices in the Highlands and Bougainville, with technical expertise (international and local) based in these offices, implementing a number of projects. Through these offices, UNDP is well-connected with the provincial and local authorities as well as the civil society and local leaders. The field offices of UNDP will lead the EH-WPS's implementation under the direction and supervision of the Deputy Resident Representative. UNDP's existing three international specialists based in the Highlands and Bougainville – 1) WPS and Environment Specialist, 2) Peacebuilding Specialist, and 3) Team Leader Bougainville will implement the project in the field. The field-based project management team will be responsible for ensuring the day-to-day management of project activities and ensuring delivery of the project outputs. The team will also oversee project monitoring and reporting, as well as the work quality of project staff and any consultants during implementation. The project will also benefit from the presence of the UN Highlands Joint Programme Coordinator based in the Highlands for increased coordination and synergy-building. UNDP will recruit a national project officer responsible for the project's administration and finances.

The UNDP Country Office Programme Support Unit (PSU) will oversee the project implementation, ensuring it performs within the framework of the project document, as agreed on in the Annual Work Plan. As an extension of this principal responsibility, the PSU will perform a project assurance role in support of the Steering Committee by carrying out objective and independent project oversight and monitoring functions, in order to ensure strategic and substantive coherence between the UNDP country programme and projects.

UN Women's Country Office is in Port Moresby, with sub-offices in Hela and Bougainville. National and International staff members have extensive local and regional networks across other UN entities, the Government of PNG, the private sector, and civil society at the Country and Regional levels. The project will include Portfolio Manager, Programme Officer, heads of UN Sub-offices, and a local Project Manager with the overall guidance and technical lead from the Deputy Country Representative. The project will be managed by a team of qualified and experienced professionals, based at Country Office, as well as in the field offices.

UN Women will provide an International Programme Officer (P3), who will be integrated into the UN Women CO structure and will provide technical support, assist in project implementation, contribute to advocacy efforts, and play a key role in project monitoring and reporting. This will report to the Portfolio Manager and UN Women Deputy Representative. UN Women will engage with host government counterparts and public-private partners to leverage local expertise, reducing costs. Local NGOs will be involved in field implementation through a competitive selection process. While UN Women PNG's existing Operations Team will initially support procurement and financial management, the programme will eventually require its own local admin staff. Monitoring and evaluation will adhere to UN Women's corporate standards, guided by a logical framework that includes data collection, verification, and milestones. A detailed M&E plan will track project performance, inform planning, and encompass periodic visits.

OHCHR, as an implementing partner agency, will recruit a Human Rights Advisor to ensure effective human rights mainstreaming in all project outcomes in close coordination with the RUNOs. The Human Rights Advisor will actively support the implementation of all activities, as well as ensure that advice and technical inputs on human rights-based approaches and human rights information, analysis and advice are central to the project outputs. This staff member will be required to report to the donor and produce a regular "environment scan" of relevant human rights issues affecting women and girls in PNG as found under the project.

The Human Rights Advisor will also assist the implementing agencies in their efforts to ensure that PNG respects and fulfils their human rights obligations and commitments under UPR and CEDAW as expressly stated in the project document to help operationalize the 2030 Agenda's pledge to leave no one behind (LNOB). Fifty per cent of the salary of the Human Rights Advisor, for a period of 2 years, will be paid through the project. Through the Human Rights Marker, the Human Rights Advisor will track the allocation of resources towards human rights and will be able to report to donors and partners on its results.

UNFPA will contribute to the implementation of the project under the leadership of the Country Representative and supported by the Deputy Representative (Head of Programmes). The Programme Officer from the UNFPA Bougainville sub-office and the MHPSS Specialist based in Port Moresby will lead technical and programmatic implementation, including IP Management and will ensure frequent field visits to the project locations. The project team will be supported throughout by the Deputy Representative and Programme Support Unit, who provide programmatic and operational

support across programmes. The International Operations Manager will provide support for the IP supervision and procurement process. The Assistant Representative will provide strategic and programmatic support as needed. The project will draw on the in-house expertise of other staff supported through other projects, namely the GBV Specialist for the social norms approach, the Youth Ambassador for the mobilisation of the Youth Networks, and the Humanitarian Consultant for the stakeholder knowledge and community engagement.

c) Risk management.

The EmpowerHer-PNG project will consistently analyse the context in which it operates, the interaction between the project activities and the context (how the context affects the project and how the project may affect the context), and through understanding of this interaction, risk mitigation efforts will be maximised to avoid negative impacts (“do no harm”). EmpowerHer-PNG programmes should in no way jeopardise lives, exacerbate emotional or psychological vulnerabilities, or contribute to conflicts or crisis.

Project specific risk	Risk level (low, medium, high)	Mitigation strategy (including Do No Harm considerations)
Event: Inaccessibility of RUNOs and its partners to the project locations Cause: Increase in tribal/political/local violence due to unresolved tensions or escalation of unresolved issues, unrest and worsening law and order. Impact: Temporary suspension of project implementation in the violent affected areas	Medium	<ul style="list-style-type: none"> • Plan intervention with built-in capability to pivot, reprogramme or absorb delays. • Develop a comprehensive pre-crisis safety and security plan. • Establish local early warning networks. • Coordinate with local security forces. • Safety mapping of sites to ensure safe access.
Event: discussions and actions related to gender, minority, and human rights are met with resistance or sensitivity. Cause: Cultural norms, traditions, social attitudes, or lack of awareness and understanding of the WPS agenda. Impact: Community backlash and resistance, making it challenging to engage with project beneficiaries effectively, and delaying the project delivery.	Medium	<ul style="list-style-type: none"> • Conduct a thorough assessment of the local context and cultural sensitivities. • Develop a detailed strategy with mitigating measures regarding challenges that can affect smooth implementation. • Involve stakeholders from the outset to gain their insights and build local ownership of initiatives in these areas. • Include social norms training in capacity building initiatives and contextualize all interventions to address deeply entrenched inequitable social norms. • Provide safe spaces for stakeholders who might want to discuss topics off the record and provide opportunities for offline discussions as desired and required by these groups.
Event: Negative humanitarian impact on populations, disruption of all levels of social, economic, and political spheres, including an increase in violence shift in priorities Cause: Occurrence of major man-made or natural hazards, including pandemics Impact: Delay in implementation of project activities in the project locations	Low	<ul style="list-style-type: none"> • Develop a mitigation plan, adopting the workplan to the extent the activities are affected. • Seek the support of donors to reprogramme or review the implementation timeline of activities. • Reprogramme planned activities to respond to immediate humanitarian needs.

		<ul style="list-style-type: none"> • Proactive community engagement campaign to explain causes of hazards and impacts. • Coordinate with emergency preparedness and response programming.
Event: Shift of focus to other projects by the government and communities Cause: Change in evolving priorities of the national and sub-national government Impact: Loss of national and sub-national government support for the project	Low	<ul style="list-style-type: none"> • Engage with the stakeholders, including the donors, to explore possible solutions collaboratively. Establish and actively maintain broad-based support from political stakeholders. • Formalise government support through integration into RUNOs' workplan. • Encourage government co-financing of complementary activities.
Event: Incapability of local partners in delivering project results Cause: Weak capacity and lack of commitment by local implementing partners Impact: Loss of community trust and community access	Medium	<ul style="list-style-type: none"> • Assess the partners' capability gap, including technical expertise, financial management, organisational capacity, or project management skills. • Deliberate training to socialise and educate local implementing partners and staff of the UN's values and expected appropriate behaviour. • Regularly communicate with the local partners and build their capacity. • Regular follow-ups and field visits • Develop alternative plans for the replacement of local partners as a last resort. • Implement deliberate community engagement activities, including drawing broad-based support from influential stakeholders to gain community trust.
Event: Risk to participants, trainers and human rights defenders are exposed to risk Cause: Weak security services capacity to manage security and risk in provincial and outer islands Impact: Injury and death arising from exposure to violence	Medium	<ul style="list-style-type: none"> • Following UN security directions at all times • Liaison with local security officials • Recognising inherent challenges in each location and following relevant security notices in operation • Holding all outdoor events in areas with low risk including presence of community leaders and security with a specific focus in the Highlands.

d) Monitoring and evaluation –

The implementation of the EmpowerHer-PNG project will place great emphasis on monitoring and evaluation, serving as a crucial component of the project execution. This approach will be in alignment with the results-based M&E framework employed by RUNOs. The project will adopt a comprehensive Monitoring and Evaluation (M&E) methodology, encompassing the measurement of key performance indicators from the project's baseline to its conclusion. To carry out these M&E activities effectively, RUNOs will collaborate on joint field monitoring visits. These visits will be supported by the existing M&E capabilities of RUNOs, which encompass the development of monitoring tools and the analysis of data. This collaborative approach will contribute significantly to the success of the project by ensuring accountability and transparency, promoting informed decision-making, fostering a culture of continuous learning, strengthening knowledge management, and facilitating the generation of efficient reports.

Quarterly review meetings will form the linchpin of the project's evaluation and learning. These meetings will provide the implementation team with data and evidence on the outcome and output level progress, flagging any concerns on the quality of deliverables and providing recommendations and lessons learned to course-correct where needed and guide the relevant activities. The RUNOs will undertake period activity and financial spot-checks and interview beneficiaries to gauge outcome-level impact and learn from their experience and feedback.

The longer-term objectives of the programme – as covered under the outcome level – will be measured through a baseline and endline survey. These surveys will measure the project's impact towards higher-level results and provide baselines for future interventions.

The following assessments will be undertaken in the first six months of the projects being started

- The project Result Framework will be reviewed and indicators further re-assessed and strengthened by the M&E experts of the agencies within three months of project start-up;
- The baselines will be finalised within 6 months of project start-up.
- The data for both the baseline and the final indicators will be also finalised in the first six months of the project initiation

These three steps will be approved and will be included in the minutes of the meeting by the project steering committee.

Monitoring and Evaluation activity	Cost	Methodology	Timeframe
Baseline Survey	\$20,000	Includes quantitative survey and semi-structured interviews with key stakeholders, i.e., local government officials, civil society and private sector partners and community members. This will also map recent and ongoing conflicts, as well as existing WPS initiatives.	Jan - Mar 2024
Quarterly Review Meetings / Field Monitoring	\$100,000	The review meetings will provide the implementation team with data and evidence on the outcome and output level progress. A joint quarterly monitoring tool will be developed for routine data collection and measurement against implementation targets. Periodic field monitoring visits will support this. In Bougainville and Highlands, there will be a contribution from the project and the highlands and Bougainville joint programme to support women CSOs on monitoring and reporting.	Quarterly
End line Survey	\$25,000	Comparison for the baseline assessment and final measurement of project achievement.	Sep-Nov 2025
Final Independent External Evaluation	\$60,000	Assess the project's contribution at the outcome level, providing information on how the project contributes to transformational change at the outcome level. The Convening	Jan-March 2026

		agency is responsible for ensuring that the appropriate human and financial resources are allocated for the conduct of project evaluation and that a management response to the evaluation is prepared in a timely manner.	
M&E TOTAL	\$200,000		

The project M&E framework will be supported by the M&E resources available within the RUNOs. This will be outlined and managed on a regular basis by the joint project coordinator and at the annual meetings by the project steering committee members.

e) Project exit strategy/ sustainability.

The EmpowerHer-PNG project's primary focus areas for sustainability involve the development and strengthening of systems, processes, and knowledge. It is designed to align with national agendas, complement existing systems, build national and local capacities, promote sustainable knowledge-sharing, enhance local ownership, establish new partnerships with international and local organisations, and mobilise additional resources, ensuring the sustainability of the WPS efforts beyond the project duration. Additionally, it emphasises institutional bridge-building to facilitate formal and systematic interactions among various WPS actors involved in the project.

The following factors collectively contribute to ensuring that the positive impact of the project endures over time.

- A. The project invests in enhancing the essential WPS-related skills of both right-holders and duty-bearers, with a commitment to integrating these competencies into the local knowledge framework. Also, the project focuses on **developing the institutional capacity** of key stakeholders at all levels, enabling them to formulate, implement, and oversee gender-responsive policies, laws, and strategies. Local WPS mechanisms, once established and validated, will be sustained through community initiatives.
- B. A robust knowledge sharing platform will be created that will have both physical meetings and online knowledge sharing where local CSOs including members of the Civil Society National Reference Group, setup by UN Women through the EU-UN Spotlight Initiative can share best practices, lessons learned, and challenges faced in implementing WPS interventions, creating a community of practice for mutual support and learning.
- C. The project will work leverage on the work on the EU-UN Spotlight initiative for example, learning from the Sustainability Plan and the well-structured governance framework through the National Steering Committee, USAID funded strongpela Meri Strongpela Nation project and two PBF funded women economic empowerment and peace related projects. The project team has been in discussion with USAID, and they have indicated that they are in planning stage for investing in women related initiatives. The project team will continue this engagement and work with USAID when designing and rolling out WPS related initiatives.
- D. The project adopts ground-up approaches and actively engages and supports **civil society-led initiatives**, including CSOs, CBOs, traditional leaders, women and youth groups, the private sector, faith-based organisations, and local governments. The project empowers them in various aspects of WPS efforts. This approach fosters community ownership, provides

localised solutions, and ensures the sustainability of initiatives promoting WPS, peacebuilding, gender equality, and women's rights.

- E. The project prioritises **knowledge generation** and exchange to ensure the effectiveness and sustainability of capacity development and awareness-raising interventions for various stakeholders. It also strengthens communication strategies to promote social and behavioural change.
- F. The project emphasises enhancing multi-stakeholder **partnerships and coordination** mechanisms to bring about change and impact in the lives of beneficiaries. The ongoing PBF projects in the Highlands and Bougainville have played a crucial role in facilitating partnerships with international and national organisations, further supporting communities in these regions.
- G. The project seeks to sustain WPS initiatives through collective efforts, **leveraging investments** from the PNG Government and traditional multilateral and bilateral donors. This will include formal invitations to WPS events to donors and potential highlighting factual data and impact on women, developing and supporting women role models to drive mindset change. This approach creates opportunities for expanding the implementation of effective and innovative WPS initiatives while also complementing existing investments in the Highlands and Bougainville.

IV. Project budget

Provide brief additional information on projects costs, highlighting any specific choices that have underpinned the budget preparation, especially for personnel, travel or other indirect project support, to demonstrate value for money for the project. Proposed budgets for all projects must include sufficient funds for an independent evaluation. Proposed budget for projects involving non-UN direct recipients must include funds for independent audit. Fill out **Annex A.2** on project value for money.

Please note that in nearly all cases, the Peacebuilding Fund transfers project funds in a series of performance-based tranches. PBF's standard approach is to transfer project funds in two tranches for UN recipients and three tranches for non-UN recipients, releasing second and third tranches upon demonstration that performance benchmarks have been met. All projects include the following two standard performance benchmarks: 1) at least 75% of funds from the first tranche have been committed, and 2) all project reporting obligations have been met. In addition to these standard benchmarks and depending on the risk rating or other context-specific factors, additional benchmarks may be indicated for the release of second and third tranches.

Please specify below any context-specific factors that may be relevant for the release of second and third tranches. These may include the successful conduct of elections, passage of key legislation, the standing up of key counterpart units or offices, or other performance indicators that are necessary before project implementation may advance. Within your response, please reflect how performance-based tranches affect project sequencing considerations.

Fill out two tables in the Excel budget **Annex D**.

In the first Excel budget table in Annex D, please include the percentage towards Gender Equality and Women's Empowerment (GEWE) for every activity. Also provide a clear justification for every GEWE allocation (e.g., training will have a session on gender equality, specific efforts will be made to ensure equal representation of women etc.).

Annex A.1: Checklist of project implementation readiness

Question		Yes	No	Comment
Planning				
1. Have all implementing partners been identified? If not, what steps remain and proposed timeline		✓		
2. Have TORs for key project staff been finalized and ready to advertise? Please attach to the submission				
3. Have project sites been identified? If not, what will be the process and timeline		✓		
4. Have local communities and government offices been consulted/ sensitized on the existence of the project? Please state when this was done or when it will be done.		✓		
5. Has any preliminary analysis/ identification of lessons learned/ existing activities been done? If not, what analysis remains to be done to enable implementation and proposed timeline?				
6. Have beneficiary criteria been identified? If not, what will be the process and timeline.				
7. Have any agreements been made with the relevant Government counterparts relating to project implementation sites, approaches, Government contribution?				
8. Have clear arrangements been made on project implementing approach between project recipient organizations?				
9. What other preparatory activities need to be undertaken before actual project implementation can begin and how long will this take?			N/A	
Gender				
10. Did UN gender expertise inform the design of the project (e.g. has a gender adviser/expert/focal point or UN Women colleague provided input)?				
11. Did consultations with women and/or youth organizations inform the design of the project?				
12. Are the indicators and targets in the results framework disaggregated by sex and age?				
13. Does the budget annex include allocations towards GEWE for all activities and clear justifications for GEWE allocations?				

Annex A.2: Checklist for project value for money

Question	Yes	No	Project Comment
1. Does the project have a budget narrative justification, which provides additional project specific information on any major budget choices or higher than usual staffing, operational or travel costs, so as to explain how the project ensures value for money?	X		
2. Are unit costs (e.g. for travel, consultancies, procurement of materials etc) comparable with those used in similar interventions (either in similar country contexts, within regions, or in past interventions in the same country context)? If not, this needs to be explained in the budget narrative section.	X		
3. Is the proposed budget proportionate to the expected project outcomes and to the scope of the project (e.g. number, size and remoteness of geographic zones and number of proposed direct and indirect beneficiaries)? Provide any comments.	X		
4. Is the percentage of staffing and operational costs by the Receiving UN Agency and by any implementing partners clearly visible and reasonable for the context (i.e. no more than 20% for staffing, reasonable operational costs, including travel and direct operational costs) unless well justified in narrative section?	X		
5. Are staff costs proportionate to the amount of work required for the activity? And is the project using local rather than international staff/expertise wherever possible? What is the justification for use of international staff, if applicable?	X		
6. Does the project propose purchase of materials, equipment and infrastructure for more than 15% of the budget? If yes, please state what measures are being taken to ensure value for money in the procurement process and their maintenance/ sustainable use for peacebuilding after the project end.		X	No capital expenditure envisaged for this project
7. Does the project propose purchase of a vehicle(s) for the project? If yes, please provide justification as to why existing vehicles/ hire vehicles cannot be used.		X	Existing vehicles will be utilized.
8. Do the implementing agencies or the UN Mission bring any additional non-PBF source of funding/ in-kind support to the project? Please explain what is provided. And if not, why not.	X		

Annex B.1: Project Administrative arrangements for UN Recipient Organizations

(This section uses standard wording – please do not remove)

The UNDP MPTF Office serves as the Administrative Agent (AA) of the PBF and is responsible for the receipt of donor contributions, the transfer of funds to Recipient UN Organizations, the consolidation of narrative and financial reports and the submission of these to the PBSO and the PBF donors. As the Administrative Agent of the PBF, MPTF Office transfers funds to RUNOS on the basis of the signed Memorandum of Understanding between each RUNO and the MPTF Office.

AA Functions

On behalf of the Recipient Organizations, and in accordance with the UNDG-approved “Protocol on the Administrative Agent for Multi Donor Trust Funds and Joint Programmes, and One UN funds” (2008), the MPTF Office as the AA of the PBF will:

- Disburse funds to each of the RUNO in accordance with instructions from the PBSO. The AA will normally make each disbursement within three (3) to five (5) business days after having received instructions from the PBSO along with the relevant Submission form and Project document signed by all participants concerned.
- Consolidate the financial statements (Annual and Final), based on submissions provided to the AA by RUNOS and provide the PBF annual consolidated progress reports to the donors and the PBSO.
- Proceed with the operational and financial closure of the project in the MPTF Office system once the completion is completed by the RUNO. A project will be considered as operationally closed upon submission of a joint final narrative report. In order for the MPTF Office to financially closed a project, each RUNO must refund unspent balance of over 250 USD, indirect cost (GMS) should not exceed 7% and submission of a certified final financial statement by the recipient organizations’ headquarters).
- Disburse funds to any RUNO for any cost extension that the PBSO may decide in accordance with the PBF rules & regulations.

Accountability, transparency and reporting of the Recipient United Nations Organizations

Recipient United Nations Organizations will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each RUNO in accordance with its own regulations, rules, directives and procedures.

Each RUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent from the PBF account. This separate ledger account shall be administered by each RUNO in accordance with its own regulations, rules, directives and procedures, including those relating to interest. The separate ledger account shall be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the RUNO.

Each RUNO will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
Semi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
End of project report covering entire project duration	Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides)	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.

Financial reporting and timeline

Timeline	Event
30 April	Annual reporting – Report Q4 expenses (Jan. to Dec. of previous year)
<i>Certified final financial report to be provided by 30 June of the calendar year after project closure</i>	

UNEX also opens for voluntary financial reporting for UN recipient organizations the following dates.

31 July	Voluntary Q2 expenses (January to June)
31 October	Voluntary Q3 expenses (January to September)

Unspent Balance exceeding USD 250, at the closure of the project would have to be refunded and a notification sent to the MPTF Office, no later than six months (30 June) of the year following the completion of the activities.

Ownership of Equipment, Supplies and Other Property

Ownership of equipment, supplies and other property financed from the PBF shall vest in the RUNO undertaking the activities. Matters relating to the transfer of ownership by the RUNO shall be determined in accordance with its own applicable policies and procedures.

Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (www.un.org/peacebuilding/fund) and the Administrative Agent's website (www.mptf.undp.org).

Annex B.2: Project Administrative arrangements for Non-UN Recipient Organizations

(This section uses standard wording – please do not remove)

Accountability, transparency and reporting of the Recipient Non-United Nations Organization:

The Recipient Non-United Nations Organization will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each recipient in accordance with its own regulations, rules, directives and procedures.

The Recipient Non-United Nations Organization will have full responsibility for ensuring that the Activity is implemented in accordance with the signed Project Document;

In the event of a financial review, audit or evaluation recommended by PBSO, the cost of such activity should be included in the project budget;

Ensure professional management of the Activity, including performance monitoring and reporting activities in accordance with PBSO guidelines.

Ensure compliance with the Financing Agreement and relevant applicable clauses in the Fund MOU.

Reporting:

Each Receipt will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
Bi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
End of project report covering entire project duration	Within three months from the operational project closure (it can be	Convening Agency on behalf of all implementing organizations and in

	submitted instead of an annual report if timing coincides)	consultation with/ quality assurance by PBF Secretariats, where they exist
Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.

Financial reports and timeline

Timeline	Event
28 February	Annual reporting – Report Q4 expenses (Jan. to Dec. of previous year)
30 April	Report Q1 expenses (January to March)
31 July	Report Q2 expenses (January to June)
31 October	Report Q3 expenses (January to September)
<i>Certified final financial report to be provided at the quarter following the project financial closure</i>	

Unspent Balance exceeding USD 250 at the closure of the project would have to be refunded and a notification sent to the Administrative Agent, no later than three months (31 March) of the year following the completion of the activities.

Ownership of Equipment, Supplies and Other Property

Matters relating to the transfer of ownership by the Recipient Non-UN Recipient Organization will be determined in accordance with applicable policies and procedures defined by the PBSO.

Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (www.un.org/peacebuilding/fund) and the Administrative Agent website (www.mptf.undp.org).

Final Project Audit for non-UN recipient organization projects

An independent project audit will be requested by the end of the project. The audit report needs to be attached to the final narrative project report. The cost of such activity must be included in the project budget.

Special Provisions regarding Financing of Terrorism

Consistent with UN Security Council Resolutions relating to terrorism, including UN Security Council Resolution 1373 (2001) and 1267 (1999) and related resolutions, the Participants are firmly committed to the international fight against terrorism, and in particular, against the financing of terrorism. Similarly, all Recipient Organizations recognize their obligation to comply with any applicable sanctions imposed by the UN Security Council. Each of the Recipient Organizations will

use all reasonable efforts to ensure that the funds transferred to it in accordance with this agreement are not used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime. If, during the term of this agreement, a Recipient Organization determines that there are credible allegations that funds transferred to it in accordance with this agreement have been used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime it will as soon as it becomes aware of it inform the head of PBSO, the Administrative Agent and the donor(s) and, in consultation with the donors as appropriate, determine an appropriate response.

Non-UN recipient organization (NUNO) eligibility:

In order to be declared eligible to receive PBF funds directly, NUNOs must be assessed as technically, financially and legally sound by the PBF and its agent, the Multi Partner Trust Fund Office (MPTFO). Prior to submitting a finalized project document, it is the responsibility of each NUNO to liaise with PBSO and MPTFO and provide all the necessary documents (see below) to demonstrate that all the criteria have been fulfilled and to be declared as eligible for direct PBF funds.

The NUNO must provide (in a timely fashion, ensuring PBSO and MPTFO have sufficient time to review the package) the documentation demonstrating that the NUNO:

- Has previously received funding from the UN, the PBF, or any of the contributors to the PBF, in the country of project implementation.
- Has a current valid registration as a non-profit, tax exempt organization with a social based mission in both the country where headquarter is located and in country of project implementation for the duration of the proposed grant. (**NOTE:** If registration is done on an annual basis in the country, the organization must have the current registration and obtain renewals for the duration of the project, in order to receive subsequent funding tranches).
- Produces an annual report that includes the proposed country for the grant.
- Commissions audited financial statements, available for the last two years, including the auditor opinion letter. The financial statements should include the legal organization that will sign the agreement (and oversee the country of implementation, if applicable) as well as the activities of the country of implementation. (**NOTE:** If these are not available for the country of proposed project implementation, the CSO will also need to provide the latest two audit reports for a program or project-based audit in country.) The letter from the auditor should also state whether the auditor firm is part of the nationally qualified audit firms.
- Demonstrates an annual budget in the country of proposed project implementation for the previous two calendar years, which is at least twice the annualized budget sought from PBF for the project.³⁰
- Demonstrates at least 3 years of experience in the country where grant is sought.
- Provides a clear explanation of the CSO's legal structure, including the specific entity which will enter into the legal agreement with the MPTF-O for the PBF grant.

³⁰ Annualized PBF project budget is obtained by dividing the PBF project budget by the number of project duration months and multiplying by 12.

Annex C: Project Results Framework (MUST include sex- and age disaggregated targets)

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
<p>Outcome 1: An enabling environment is created and strengthened for active participation of women in decision-making and leadership roles.</p> <p>UNSDCF Outcome 1: By 2028, women and girls in Papua New Guinea, especially the most marginalised and vulnerable, exercise their rights and agency and live a life free from all forms of discrimination and violence.</p> <p>SDG 5: Achieve gender equality and empower all women and girls.</p> <p>SDG 10: Reduce inequality within and among countries.</p> <p>Note: All baseline and milestone indicators will have a disaggregated data on sex and age.</p>		<p>Outcome Indicator 1a Percentage of women in decision-making and leadership roles. Baseline: TBD Target: 10% increase</p>	<p>Official records and reports from decision-making bodies indicating the representation of women. Frequency - One time at the end of the Project</p>	
		<p>Outcome Indicator 1b: Level of progress with finalization and adoption of key national frameworks, plans and budgets on WPS e.g. NAP; Baseline: TBD Target: 1 additional framework formalized and actioned</p>	<p>Official records and reports from decision-making bodies indicating the representation of women Frequency - One time at the end of the Project.</p>	
		<p>Outcome indicator 1 c: Level of NAP integration of key recommendations coming from women peacebuilders, activists and organization; Baseline: TBD Target: TBD</p>	<p>Official records and reports from decision-making bodies indicating the representation of women Frequency - One time at the end of the Project.</p>	
	<p>Output 1.1 Development of evidence-based policy frameworks on WPS and related gender equality.</p> <p>Activity 1.1.1: Conduct a mapping/assessment of the status as well as gaps in existing national policy frameworks relevant to the WPS agenda.</p> <p>Activity 1.1.2: Support the Government in developing/reforming the WPS guidelines, including implementation, coordination, monitoring, reporting, evaluation, and resource mobilisation strategies, to pave the way for the National Action Plan.</p> <p>Activity 1.1.3: Identify and advocate with relevant government departments for the development of national policies and frameworks on the WPS</p>	<p>Output Indicator 1.1.2 Number of evidence-based policy frameworks to advance WPS. Baseline: 0 Target: 2</p>	<p>Official records and reports from decision-making bodies indicating the representation of women. Frequency - One time at the end of the Project Progress report Frequency: Annually</p>	
		<p>Output Indicator 1.1.4 Number of government representatives and parliamentarians (sex-disaggregated) reporting better knowledge, skills and ability in the oversight on WPS agenda in the Parliament.</p>	<p>Progress reports and participant survey Frequency: Annually</p>	

	agenda through awareness sessions and dialogues. Activity 1.1.4: Build the capacity of government bodies (law enforcement, justice department, ministry officials) and women and men parliamentarians of the national Parliamentary Committee on GEWE to ensure effective oversight of the WPS agenda in the Parliament.	Baseline: 0 Target: 300		
	Output 1.2 Strengthen youth, women and the community's participation in policy dialogues and initiatives at the national and sub-national level with government stakeholders to contribute towards gender-sensitive policymaking. Activity 1.2.1: Conduct a mapping exercise of existing PNG youth and women's organisations working on WPS and YPS, including capacity needs/gaps. Activity 1.2.2: Mobilize and strengthen women and youth groups/ organizations/ networks/ through technical and sustainable strategy support for peace.	Target: 1 Percentage of participants who report being satisfied with the programs and having stronger capacity as a result Output Indicator 1.2.2 Number of networks supported in communities with the support of th Output Indicator 1.2.3 Number of youth, and women leaders (sex-disaggregated) engaged in trainings. Baseline: 0 Target: 200	Progress report Frequency: Annually	
	Activity 1.2.3: <u>Cultivate a new generation of women and youth leadership, especially young women, through training and mentorship so that they are better able to advocate for women's rights in peacebuilding and decision-making forums.</u>	Output Indicator 1.2.4 Number of religious leaders, community elders, local councilors, youth, women's organizations, and civil society representatives engaged in multi-stakeholder dialogue. Baseline: 0 Target: 200	Progress report Frequency: Annually	
	Activity 1.2.4: <u>Facilitate networking forums and convenings to share cross-learning and consensus building for youth and women's organisations, groups and leaders to contribute to peace processes.</u>			

	Activity 1.2.5: <u>Engage religious leaders, community elders, local councilors, youth, women's organisations, and civil society in multi-stakeholder dialogues with the parliamentary committee(s) and government representatives of the key relevant WPS bodies and institutions and on WPS policies (e.g. NAP).</u>			
	Output 1.3: <u>Change in perception of women as equal partners in nation building leading to reduced levels of violence and intimidation</u>	Number of media campaigns/advocacy on the legitimacy of women as leaders in peace and security. Baseline: 0 Target: 3	Progress report Frequency: Annually	
	Activity 1.3.1: Develop and implement a multimedia campaign including TV, radio, and social media) to promote positive narratives on the value of WPS to PNG governance.	Representative sample of women, youth and others on the ability of women to be as equal to men in human and social leadership Baseline: 0 Target: 300	Progress report Frequency: Annually	
	Activity 1.3.2: Foster a cohort of young women journalists, bloggers, social media influencers, beat reporters through capacity development on women's leadership in peace and security.	Output Indicator 1.3.3 Number of media campaigns launched Baseline: 0 Target: 5	Progress report Frequency: Annually	

	Activity 1.3.3: Launch a comprehensive public awareness campaign aimed at combating hate speech directed towards women, particularly in the context of peace and security efforts			
<p>Outcome 2: Women, men, and communities proactively advance the Women, Peace, and Security priorities through improved women's access to justice and women-led initiatives in conflict resolution, peacebuilding, and post-conflict recovery in the Highlands of PNG.</p> <p>UNSDCF Outcome 1: By 2028, women and girls in Papua New Guinea, especially the most marginalized and vulnerable, exercise their rights and agency and live a life free from all forms of discrimination and violence.</p> <p>UNSDCF Outcome 2: By 2028, people in Papua New Guinea, especially the most marginalized and vulnerable, participate in and benefit from more accountable, gender responsive, inclusive, and transparent governance that promotes peace, security, equality, and social cohesion.</p> <p>SDG 5: Achieve gender equality and empower all women and girls.</p>		<p>Outcome Indicator 2a Percentage increase in women's meaningful participation and leadership in conflict resolution, peacebuilding, post-conflict recovery and initiatives for accessing justice systems. Baseline: TBD Target: 20% Increase</p>	Progress report Frequency: Annually	
		<p>Outcome Indicator 2b: Percentage of women reporting that the men's perception about women and girl's positive role in decision-making and peacebuilding leadership has improved in their communities. Baseline: TBD Target: 50%</p>		
		<p>Output Indicator 2.1.1 Percentage of women and girls of those who seek dispute resolution take their cases to formal and informal justice services. Baseline: TBD Target: 30% Increase</p>	Progress report Frequency: Annually	
	<p>Output 2.1: Women and girls have improved access to quality local justice services.</p> <p>Activity 2.1.1 Improve community-level traditional justice systems through capacity building of relevant stakeholders on legal principles, human rights, cultural sensitivity, gender equality, sensitization and</p>			

<p>SDG 10: Reduce inequality within and among countries.</p> <p>SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.</p>	<p>inclusivity, and gender-inclusive dispute resolution procedures to effectively address women's access to justice in eight LLGs of Hela and Southern Highlands provinces.</p> <p>Activity 2.1.2 Engage traditional leaders, male champions, and youth (girls and boys) to address and challenge sociocultural norms linked to gender-based violence in Hela and Southern Highlands provinces.</p> <p>Activity 2.1.3 Pilot establishing a safe and respected space within eight village courts in Hela and Southern Highlands provinces.</p> <p>Activity 2.1.4 Empower informal mechanisms and community structures to promote peace and access to justice in eight LLGs of Hela and Southern Highlands provinces.</p>	<p>Output Indicator 2.1.2 Extent to which the traditional leaders and male champions report addressing sociocultural norms linked to GBV.</p> <p>Baseline: TBD Target: 30%</p> <p>Output Indicator 2.1.3</p> <p>Eight village courts have dedicated safe spaces for women and girls to allow them to bring their cases without any barriers.</p> <p>Baseline: 0 Target: 8 village courts with dedicated safe spaces for women</p> <p>Output Indicator 2.1.4</p> <p>Extent to which women and men's access to justice is increased due to the empowerment of informal mechanisms and community structures: TBD. Target: 30%</p>	<p>Baseline and endline surveys Frequency - One time at the end of the Project</p>	
	<p>Output 2.2 Women's participation in conflict prevention, conflict resolution and peacebuilding are strengthened in the PNG Highlands through Women Insider Mediators and Mediators Networking</p> <p>Activity 2.2.1 Establish Women Insider Mediation teams to proactively resolve conflicts and promote peace in eight LLGs of Hela and Southern Highlands provinces.</p> <p>Activity 2.2.1 Strengthen the existing five Male Mediation Teams and the new Women Insider Mediation Networks through the establishment of inclusive and collaborative spaces and forums for</p>	<p>Output Indicator 2.2.2 Number of women insider mediators actively engaged in resolving conflicts and promoting peacebuilding.</p> <p>Baseline: 31 Target: 80</p> <p>Output Indicator 2.2.3 Number of action plans implemented for advancing the WPS priorities through joint collaboration of male and female Mediation Teams.</p> <p>Baseline: 0 Target: 10</p>	<p>Progress report Frequency: Annually</p> <p>Progress reports and survey Frequency: Annually</p>	

	knowledge sharing and action planning around WPS priorities in Hela and Southern Highlands provinces.			
	<p>Output 2.3 Women-led community initiatives fostered to promote post-conflict recovery, sustain local peace processes, and advance WPS priorities.</p> <p>Activity 2.3.1 Integrate gender-sensitive post-conflict recovery planning into the existing community forums/spaces/structures for inclusive community peace and development planning.</p> <p>Activity 2.3.2 Delivery of women-led and women-focused post-conflict recovery community impact projects to increase women's access to economic empowerment and address the impact of conflicts on women and men.</p>	<p>Output Indicator 2.3.1 Extent to which the community peacebuilding projects improve living conditions for women and men in post-conflict communities.</p> <p>Baseline: TBD Target: 30% increase</p> <p>Output Indicator 1.3.2 Percentage of trained women putting their newly gained entrepreneurial, financial literacy and technical skills into work.</p> <p>Baseline: TBD Target: 50%</p>	<p>Progress reports Frequency: Annually</p> <p>Progress reports Frequency: Annually</p>	
<p>Outcome 3: Women meaningfully participate and lead in peace and security processes that contribute to sustaining peace and resilience in the Autonomous Bougainville Government (ABG).</p> <p>UNSDCF Outcome 1: By 2028, women and girls in Papua New Guinea, especially the most marginalized and vulnerable, exercise their rights and agency and live a life free from all forms of discrimination and violence.</p> <p>UNSDCF Outcome 2: By 2028, people in Papua New Guinea, especially the most marginalized and vulnerable, participate in and benefit from more accountable, gender responsive, inclusive, and transparent</p>		<p>Outcome Indicator 3a: Number of women represented in decision-making roles within ABG's peace and security platforms.</p> <p>Baseline: 3 Target: 10</p>	<p>Official records and reports from decision-making bodies indicate the representation of women. Frequency - One time at the end of the Project</p>	<p>1. Collaborate with relevant stakeholders to conduct awareness campaigns promoting the importance of women's participation in peace and security. 2. Develop and implement affirmative action plans to increase the representation of women in decision-making bodies</p>
		<p>Outcome Indicator 3b: Number of women occupying leadership positions (political and administrative) within peacebuilding and security initiatives in ABG. Bougainville Executive Council and Bougainville Departmental Secretaries.</p>	<p>Documentation showing the appointments of women to leadership roles within peace and security initiatives. Frequency - One time at the end of the Project</p>	<p>1. Provide leadership training and capacity-building opportunities for women interested in taking on leadership roles in peace and security efforts. 2. Establish a monitoring mechanism to track the progress of women's participation and leadership</p>

<p>governance that promotes peace, security, equality, and social cohesion.</p> <p>SDG 5: Achieve gender equality and empower all women and girls.</p> <p>SDG 10: Reduce inequality within and among countries.</p> <p>SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.</p>	<p>Output 3.1: Increased meaningful participation of women in decision-making positions in the post-referendum process through the highest levels of Government, parliamentary and community to strengthen WPS initiatives (mentoring, skills building, grassroots initiatives and storytelling and data)</p> <p>Activity 3.1.1: Enable women caucus formation with fellow parliamentarians in PNG national parliament (through gender subcommittee and Bougainville sub-committee) and in the Pacific focused on shared experiences and dissemination of the Melanesian and Pacific women peace and security initiatives (alignment to Regional Action Plan)</p> <p>Activity 3.1.2: Provide technical support to ABG and Bougainville House of Representatives (BHOR) to advance the WPS agenda.</p> <p>Activity 3.1.3: Host workshops and trainings for Caucus members (Bougainville and national parliament) and sensitize them on the WPS agenda (both male and female members).</p> <p>Activity 3.1.4: Localize and deepen WPS-related initiatives through youth and women federations in Bougainville with a focus on mainstreaming women's leadership, policy, and practice.</p>	<p>Baseline: 3 Target: 6</p>	<p>Outcome Indicator 3c: Number of gender-responsive policies and measures integrated into ABG's peace and security strategies.</p> <p>Baseline: 1 Target: 3</p>	<p>Reports and documentation detailing the integration of gender-responsive policies into ABG's peace and security strategies.</p>	<p>1. Engage with women's organizations and civil society groups to gather input and feedback on gender-responsive policies and strategies</p> <p>2. Regularly review and update policies to ensure ongoing alignment with women's evolving needs and priorities in peace and security.</p>	<p>in peace and security processes</p>
		<p>Output Indicator 3.1.1: Extent to which the newly trained ABG BHOR and PNG National Parliamentary members in the gender and GBV subcommittee raise and implement WPS agenda are advancing the WPS agenda through WPS i</p> <p>Baseline: TBD Target: 50% increase</p>	<p>Attendance records and participant lists from WPS-related training workshops.</p>	<p>BHOR and PNG national parliamentary sessions and work related to the induction, upgrading and skills-aligned initiatives within their sessions and committees.</p>		
		<p>Output Indicator 3.1.2: Number of women and youth leaders trained and resourced with skills related to the 4P of WPS and their effective participation in various forums.</p> <p>Baseline: 0 Target: 300</p>	<p>Attendance records and participant lists from WPS-related training workshops.</p>	<p>1. Rolling out workshops, workplace, community and public forums related to the WPS agenda</p>		
		<p>Output Indicator 3.1.3: Formal agreements with community Government, CSOs, private sector and other stakeholders to accept and implement WPS initiatives.</p> <p>Baseline: 0 Target: 5</p>	<p>Formal agreements in the form of MoUs, public announcements, and other documentation.</p>	<p>Develop a template for the MoU and public announcements.</p>		

	<p>Output 3.2 Women mediators, human rights defenders and negotiators have increased skills to participate and/or lead in the post-referendum process.</p> <p>Activity 3.2.1 Workshops to strengthen women's leadership, negotiation, and advocacy skills to lead and influence institutional reforms and other high-level political processes at the national and regional level, as well as address WPS agenda oversight.</p> <p>Activity 3.2.2 Support alliance-building and networking of women CSOs, HR organizations, and young women on issues related to the WPS agenda.</p> <p>Activity 3.2.3 Establish a mentorship Program by pairing experienced women mediators with aspiring ones to provide guidance, support, and knowledge sharing.</p> <p>Activity 3.2.4 Create networks and platforms for women human rights defenders and mediators to connect, share experiences, and exchange best practices.</p> <p>Activity 3.2.5 Provide training on conflict issues such as disarmament, security sector reform, or transitional justice, enabling women mediators to contribute effectively to technical negotiations.</p> <p>Activity 3.2.6 Collaborate with government bodies to integrate gender-sensitive approaches into official negotiation strategies and processes.</p> <p>Activity 3.2.7 Provide community peace grants to women and youth organizations to advocate for and address issues related to WPS, particularly in view of the post-referendum context in Bougainville.</p>	<p>Output Indicator 3.2.1: Number of women mediators, human rights defenders and negotiators trained in WPS skills.</p> <p>Baseline: 10 Target: 60</p>	<p>Training records and attendance sheets.</p>	<p>1. Develop a comprehensive peace human rights training curriculum. 2. Conduct training sessions for 20 women on effective negotiation techniques. 3. Evaluate and adapt the training program based on participant feedback.</p>
		<p>Output Indicator 3.2.2: Number of women mentored by other women and male leaders on leadership in relation to the WPS agenda.</p> <p>Baseline: 10 Target: 60</p>	<p>Records of women's participation in negotiation leadership positions.</p>	<p>1. Advocate for gender-responsive policies to promote women's leadership in peace negotiations. 2. Identify and nominate qualified women for leadership roles within negotiation teams. 3. Monitor and report on the progress of women's participation in leadership roles.</p>
		<p>Output Indicator 3.2.3: Number of resolutions within the Joint Supervisory Board meetings that address gender and WPS commitments.</p> <p>Baseline: 1 Target: 3</p>	<p>Analysis of JSB resolutions for gender and WPS provisions</p>	<p>1. Collaborate with JSB negotiation teams to integrate gender-sensitive language into JSB resolutions 2. Conduct workshops to raise awareness about the importance of WPS commitments in the referendum process 3. Review and assess post-referendum process activities to ensure inclusion of gender and WPS considerations.</p>

For MPTFO Use

Totals					
	UNDP	UN Women	UNFPA	OHCHR	Totals
1. Staff and other personnel	\$ 380,000.00	\$ 250,000.00	\$ 80,000.00	\$ 280,000.00	\$ 990,000.00
2. Supplies, Commodities,	\$ 5,000.00	\$ 35,000.00		\$ -	\$ 40,000.00
3. Equipment, Vehicles, and Furniture (including Depreciation)	\$ -	\$ -		\$ -	\$ -
4. Contractual services	\$ 965,000.00	\$ 435,000.00	\$ 125,000.00	\$ -	\$ 1,525,000.00
5. Travel	\$ 105,000.00	\$ 120,000.00	\$ 65,000.00	\$ -	\$ 290,000.00
6. Transfers and Grants to	\$ -	\$ -		\$ -	\$ -
7. General Operating and other Costs	\$ 80,000.00	\$ 110,000.00	\$ 10,000.00	\$ -	\$ 200,000.00
Sub-Total	\$ 1,535,000.00	\$ 950,000.00	\$ 280,000.00	\$ 280,000.00	\$ 3,045,000.00
7% Indirect Costs	\$ 107,450.00	\$ 66,500.00	\$ 19,600.00	\$ 19,600.00	\$ 213,150.00
Total	\$ 1,642,450.00	\$ 1,016,500.00	\$ 299,600.00	\$ 299,600.00	\$ 3,258,150.00

Performance-Based Tranche Breakdown					
	UNDP	UN Women	UNFPA	OHCHR	TOTAL
First Tranche:	\$ 1,067,593.00	\$ 660,725.00	\$ 194,740.00	\$ 194,740.00	\$ 2,117,798.00 \$2,117,798 65%
Second Tranche:	\$ 574,857.00	\$ 355,775.00	\$ 104,860.00	\$ 104,860.00	\$ 1,140,352.00 \$1,140,352 35%
Third Tranche:	\$ -	\$ -	\$ -	\$ -	\$ - 0%
TOTAL	\$ 1,642,450.00	\$ 1,016,500.00	\$ 299,600.00	\$ 299,600.00	\$ 3,258,150.00