



UNDP PAPUA NEW GUINEA



GENDER EQUALITY STRATEGY 2023-2025

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Foreword

Papua New Guinea (PNG) is a highly diverse country with a population of over 8 million people who speak more than 800 languages, reflecting its unique geography, history, and cultural traditions.

UNDP in PNG has identified development challenges as diverse and complex as the country itself. To address these challenges, UNDP concentrates on building the country's capacity to promote inclusive, pro-poor growth, effective governance, and sustainable and resilient development. This includes promoting inclusive governance, justice and peace, supporting inclusive and sustainable growth, and encouraging sustainable management of natural resources, biodiversity conservation, strengthened climate and disaster resilience. UNDP emphasizes gender, climate change, social protection, and inclusive growth in all aspects of its work. Gender equality is at the core of its development programming for the PNG Country Office.



To address persistent gender inequalities in the country, UNDP's Gender Strategy in PNG is designed to promote gender equality and empower women and girls. The strategy is guided by the UNDAF and UNDP's Country Program Document (2018-2023) and aims to promote gender equality, human rights, and social inclusion. The strategy advocates for a multi-sectoral and value-based approach, engaging various stakeholders at the national and sub-national levels, and seeks to leave no one behind. It also emphasizes the importance of building partnerships and collaboration to ensure effective implementation.

The Gender Strategy is expected to contribute to UNDP's efforts towards achieving the Sustainable Development Goals (SDGs) and promote gender equality as a fundamental human right. By implementing the strategy, UNDP can support PNG to improve the well-being and social status of women and girls, reduce gender-based violence, and enhance their economic empowerment. Ultimately, this will lead to a more equitable and prosperous society for all.

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INTRODUCTION

UNDP in Papua New Guinea has identified development challenges as diverse and complex as the country itself. To respond to these challenges, UNDP in PNG concentrates its efforts on building the country's capacity to promote inclusive, pro-poor growth, effective governance, and sustainable and resilient development. We help our partners in identifying relevant solutions to today's complex, trans-boundary development challenges. UNDP work in PNG is guided by its own [Country Programme Document for Papua New Guinea 2018-2022](#)- which has been extended to 2023. Advisory and implementation work focuses on the following areas:

- **Peace:** promoting inclusive governance, justice, and peace
- **Prosperity:** inclusive and sustainable growth
- **Planet:** sustainable management of natural resources, biodiversity conservation, strengthened climate and disaster resilience.

In addition to these areas of focus which reflect country's developmental priorities, UNDP in emphasizes gender, climate change, social protection and inclusive growth, in all aspects of our work. Gender equality is at the core of development programming for UNDP Country Office.

The Gender Strategy covers the fiscal year 2023 – 2025 which correspond to UNDPs [corporate strategic plan](#) and [Gender Equality Strategy](#) timeline. The Gender Equality Strategy is aligned with the vision, objectives and the content of the UNDP Strategic Plan and UNDP Gender Equality Strategy. The approach to the implementation of the GES relies on learning and experience sharing from the current and previous programs/projects that contribute to gender equality and women's empowerment. In addition, working collaboratively with other actors, including UN Agencies, donors, government, private sector, Feminists organizations, Faith Based Organizations and Civil Society

Papua New Guinea (PNG) has some of the highest rates of gender inequality in the world, according to various sources. Here are some statistics that highlight the extent of gender inequality in PNG:

1. **Violence against women:** PNG has one of the highest rates of violence against women in the world. According to a 2013 study by the Papua New Guinea Law Reform Commission, two-thirds of women in PNG have experienced domestic or sexual violence. The 2019-2020 Family and Sexual Violence Action Committee report states that 83% of women in PNG have experienced some form of violence in their lifetime.
2. **Education:** Women and girls in PNG face significant barriers to accessing education. According to UNICEF, only 47% of girls in PNG attend primary school, and only 17% of girls attend secondary school.
3. **Employment:** Women in PNG are less likely to participate in the formal workforce than men. According to the World Bank, only 20% of women in PNG participate in the labor force, compared to 75% of men.
4. **Political representation:** Women are underrepresented in PNG's political system. In the 2022 national election, only 2 of the 113 seats in parliament were held by women, representing just 1.7% of the total seats.
5. **Health:** Women in PNG face significant challenges in accessing reproductive and maternal health services. According to the United Nations Population Fund, the maternal mortality rate in PNG is 215 deaths per 100,000 live births, one of the highest in the world.

Against this background, the UNDP PNG Gender Equality strategy provides strategic direction to effectively integrate gender equality for both organizational and the programme levels. The Strategy contributes to and strengthens the achievement of development results as set by the PNG Country Programme Document 2018-2023 with the vision of leaving no one behind and Gender Equality at the core of the CPD. The strategy highlights the institutional mechanisms UNDP will put in place to ensure staff at all levels are accountable for delivering gender equality results. As well as creating and maintaining an enabling environment at workplaces where women and men have equal opportunities to contribute to the advancement of the organisation's mission guided by the UNDP Gender Equality Strategy 2022-2025. The Strategy outlines key priority areas for action, including improving climate change and resilience, peacebuilding, and humanitarian support for women and girls. The strategy also focuses on promoting gender-responsive governance, addressing violence against women and girls, and increasing women's participation in decision-making processes.

The Strategy provides a guide to elevate and integrate gender equality into all aspects of UNDP's work to reduce poverty, build resilience, achieve peace in communities and helping accelerate progress towards the achieving SDG 5 on gender equality.

Gender mainstreaming at UNDP PNG is integrated into two levels – the organizational and the programme levels and will contribute and strengthen the achievement of and inclusive development results in PNG.

From a programme perspective, UNDP ensures that all programmes/projects reflect the different needs of women, children, men, and includes intersectionality.

From an organizational perspective, UNDP is focused on gender mainstreaming in 6 main areas:

- Corporate Leadership
- Equitable organizational policies and processes
- Capacity Development
- Gender Programming and Service Implementation
- Measurement and Reporting
- Communication and Branding for gender equality success stories

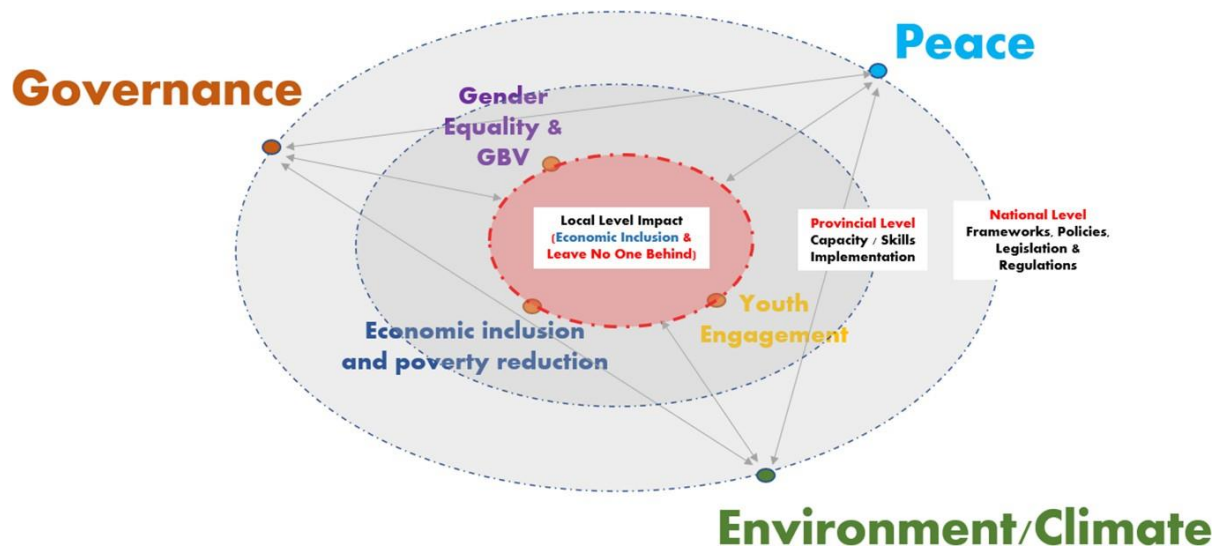
UNDP PNG contributes to nation building through four portfolios: Peace and Resilience, Climate Change and Environment Protection, Inclusive Finance Governance and Gender. These portfolios oversee the implementation of the strategic direction of UNDP's support to Papua New Guinea under the draft new Country Program Document.

VISION AND PRIORITIES.

UNDP PNG prioritizes gender equality as indicated in its own CDP with clear thematic areas on Governance and Gender Equality with an overarching focus on delivering gender equality across the other thematic areas of Peace and Resilience, Climate Change and Environmental Protection and inclusive Finance.

UNDP PNG Country Programme Document (CPD) is fully aligned with national priorities and the UNDP strategic plan 2022-2025 outcome 3' Strengthening resilience to shocks and crisis". However, and where feasible, UNDP PNG will apply the six signature solutions, outlined in the

strategic plan, in an interconnected fashion across all its program priorities. Signature solution six on “Strengthening gender equality and the empowerment of women and girls” will be applied throughout all Four outcomes (Peace and Resilience, Climate Change and Environmental Protection, Inclusive Finance and Governance and Gender) as a core and essential principle of interventions.



UNDP PNG overall Strategic Plan has specifically proposed a series of signature solutions that are collectively designed to address development in PNG. Signature solution 6: “**Strengthen gender equality and the empowerment of women and girls**” addresses the challenges that persist in addressing gender inequality in PNG that manifests as the unequal distribution of various resources including access to basic needs, decision-making, opportunities and rights, high incidences of GBV. This solution will focus on promoting increased participation and empowerment of women across different sectors. Additionally, it focuses on the integration of gender mainstreaming so that they are cross-cutting with various organizational, national and global approaches.

Gender will also be integrated beyond programmes within operations, communications, management, accelerator lab and partnership ensuring a culture where every person is respected, valued, empowered, and feels safe and included in office operations and management.

APPROACH AND ACCOUNTABILITY. UNDP Global Gender Strategy

The UNDP Global Gender Strategy provides guidance and direction for UNDP’s work on gender equality and women’s empowerment. The strategy is based on a set of key lessons that have been learned through UNDP’s experience working on gender equality around the world. Some of the key lessons include:

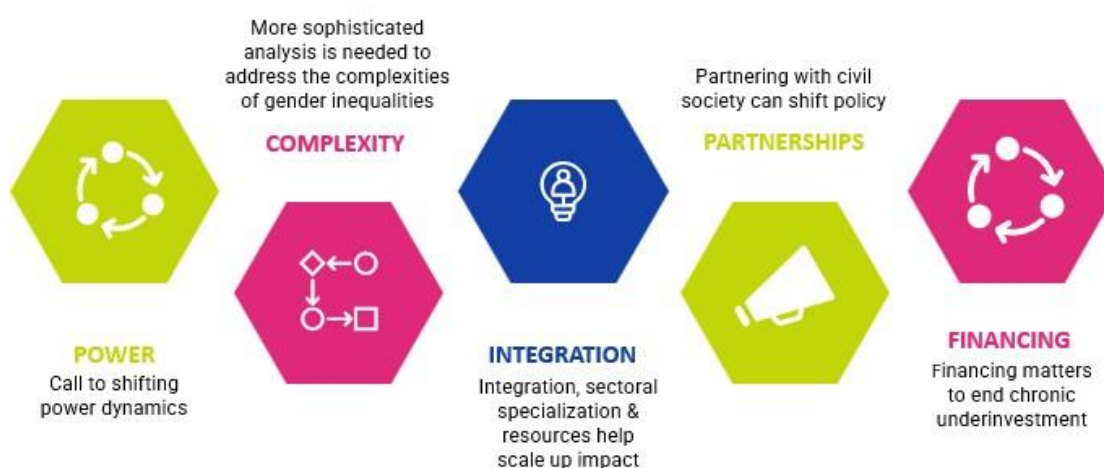
1. **Gender equality is essential for sustainable development:** Gender equality is not only a human right, but it is also essential for sustainable development. Gender inequalities can limit economic growth, undermine social cohesion, and perpetuate poverty.
2. **Gender equality is a cross-cutting issue:** Gender equality is a cross-cutting issue that needs to be integrated into all development policies and programs, rather than treated as

a separate issue. It is essential to mainstream gender considerations in all sectors and areas of development.

3. **Addressing the root causes of gender inequality:** To achieve gender equality, it is necessary to address the root causes of gender inequality, such as discriminatory laws and policies, harmful social norms and stereotypes, and unequal access to resources and opportunities.
4. **Women's empowerment is key:** Women's empowerment is essential for achieving gender equality. This means giving women the skills, knowledge, and resources they need to participate fully in social, economic, and political life.
5. **Engaging men and boys:** Engaging men and boys is also important for achieving gender equality. This means challenging harmful gender norms and stereotypes; and promoting positive models of masculinity that support gender equality.
6. **Data and evidence-based interventions:** Data and evidence-based interventions are essential for effective gender programming. It is important to collect sex-disaggregated data and use evidence to design and implement interventions that are effective and responsive to the needs of both women and men.
7. **Collaboration and partnerships:** Collaboration and partnerships are essential for effective gender programming. It is important to work with a range of stakeholders, including governments, civil society organizations, the private sector, and communities to achieve gender equality.

It is from these lessons that UNDP PNG shares same experience and aims to support interventions targeted at addressing root causes of challenges intrinsic in pervasive trends that are hindering the improvement of gender equitable goals by introducing innovative and creative approaches that deal with power dynamics, increasing complexities of gender inequality issues, gender integration in programmes, building strategic partnerships and supporting inclusive financing.

Gender Equality Strategy 2022-2025



The Gender Equality Seal is a UNDP global initiative for operationalizing its commitment to gender equality through seven interconnected building blocks: leadership, integration, learning and innovation, culture, funding, accountability, and communication.

The UNDP PNG applied for the Gender Seal Certification in the year 2021, marking the beginning of the transformative process towards gender equality. This Gender Strategy and Action Plan will guide the CO through this process for the period of 2023– 2025.

The Country Office Gender Specialist is expected to drive coordination and support implementation of the Gender Equality Strategy with the support of Gender Task Force and the Deputy Resident Representative (DRR). This is a senior management strategic leadership role to oversee coordination, management and leads the Gender Taskforce quarterly meetings.

GENDER TASK FORCE.

In line with the corporate gender equality standards, UNDP PNG instituted a Gender Task Force since 2021, headed by the Deputy Resident Representative with members from programming, operations, and strategic unit. Key tasks undertaken by GTF team as specified by an approved Terms of Reference includes:

- Lead implementation of the Gender Seal initiative.
- Support the MCO in effective gender mainstreaming across all units and promote a gender inclusive working place.
- Lead development and monitor the implementation of the CO Gender Action Plan; Advocacy on integrating and implementing gender-sensitive approaches within the CO, and with partners or relevant stakeholders as and when required.
- Share lessons learned and good practices on gender mainstreaming, and support strengthened dialogues and cooperation on gender equality issues within the office.
- Support visibility on gender equality, gender equity, and prevention of gender-based violence in events, social media, products, public information materials and,
- Support capacity building efforts on gender and GBV within the office. Reflecting the above responsibilities, the GTF will play a key role in ensuring the CO's accountability and adherence to the corporate gender equality and women's empowerment programming for the Gender Strategy.

By promoting gender equality and women's empowerment, UNDP creates a more just, equitable, and prosperous society in Papua New Guinea. The UNDP PNG Gender Strategy is an important tool in achieving this vision, and we must continue to invest in gender equality and promote Gender Equality to build a better future for all.

NATIONAL CONTEXT AND SITUATION ANALYSIS

Overview of gender issues in PNG.

Papua New Guinea is classified as a lower middle-income country with a gross national per capita income of USD 2,386 in 2021. The country's population stands at 8.8 million, with 49 percent women. Rural women, children and people living with disabilities are the most vulnerable to intersectional and intergenerational poverty, insecurity, and violence.

The Progress towards gender equality in PNG is slow, with the country ranking 158 out of 189 countries on the Gender Inequality. While the 2021 Global Gender Gap Index ranked Papua New Guinea at 155 out of 156 countries¹.

Women’s participation in decision-making low: The number of women in key leadership and decision-making roles remains low as women face cultural and systemic obstacles to participating in political life. In October 2021 there was not a single woman among the 111 members of the National Parliament nor among the Cabinet Ministers. Of the 6,190 ward seats and 319 local-level government seats, only 120 were held by women. In 2022 the recent elections while there is very limited progress made regarding women’s political participation, they are only 2 Women Members of Parliament out of 114 Members of Parliament in PNG and 5 Women Members of Parliament out of 41 Members of Parliament in Bougainville.

High rates of violence against women and girls: Gender-based violence remains a challenge for Papua New Guinea. At least 60 per cent of the country’s women have experienced physical and/or sexual violence from an intimate partner at some point in their lives. This is double the global average. Violence stemming from accusations of sorcery against older women appears to be on the rise². A report by the International Finance Corporation in 2021 said that Papua New Guinea firms lose an average of 10 days for every staff member every year due to the impact of family and sexual violence.

Civil conflicts: The country’s history is marked by political and civil conflicts. The Highlands region has suffered from inter-clan rivalries and armed conflict which has impacted negatively on the population especially for women and girls who bore the brunt of civil unrest that often led to very high cases of GBV, Hunger and poverty among others.

Economic participation. The 2009–2010 Household Income and Expenditure Survey shows that a similar proportion of women (62%) and men (61%) are employed among the population aged 15 and older. Yet men are much more likely than women to hold a wage job in the formal sector (66% of men versus 38% of women), while women are three times more likely than men to work in the informal sector (46% of women versus 15% of men)³. This implies that women are less likely to have access to incomes and other employment opportunities for economic empowerment. Women’s participation in the labor force through employment and entrepreneurship lies at about 70% - slightly less than men at 71% (UNDP, 2016). More than 50% of the female labour force is engaged in agriculture and women comprise nearly 35 percent of the economically active population in agriculture (FAO, 2019). Although participation rates in the labor force are relatively even, men are almost twice more likely than women to hold a wage job in the formal sector, while women are three times more likely than men to work in the informal sector (ILO, 2018). Men tend to work longer hours in economically profitable activities (almost triple in cocoa, copra and coffee related activities), whereas women are mainly responsible for domestic activities (World Bank, 2012).

Access and control of resources: There are still persistent gender disparities in access to and control over productive resources in agriculture, energy, markets, forestry, fisheries and other

¹ <https://www.weforum.org/iepoits/global-gender-gap-iepoit-2021>

² <https://asiapacific.unwomen.org/en/countries/png/about-un-women-png>

³ <https://www.adb.org/sites/default/files/linked-documents/cps-png-2016-2020-ga.pdf>

sectors, yet women are the major contributors to the economy (on farms, at home and in the community). Women are systematically excluded from access to and control over resources, essential services and decision making despite a conducive legal and policy framework⁴.

Infrastructure services. Poor transport infrastructure and services is one of the factors contributing to limited accessibility to education, health services, and market opportunities and energy access. This has impact on access to services especially for women and girls and other vulnerable groups leading to poor health, education, livelihood outcomes. Yet access to energy would be used to unlock women's economic opportunities and at the same time saving time on unpaid care work, they would use energy for cooking and washing clothes that would relieve time of unpaid care work for paid work to increase women's access to economic opportunities.

Gender gap in education- there is clear gender gap in education from primary to secondary, however, gender inequalities is more pronounced in tertiary and technical and vocational education and training: university enrollments comprise 61% men and 39% women⁵

Gender and Climate Change: Traditionally in Papua New Guinea, women and men have collaborated successfully as custodians of the environment. Climate change impacts are changing the traditional way of life and the impacts are very clear on affecting the environment, livelihoods, economy, health and gender relations in the communities. climate change impacts everyone, but there are differentiated impacts based on gender, age, ethnicity, and other socio-economic factors. The majority of women and girls walk further distances to access productive resources including clean water and have limited access and ownership to land compared with men which continues to exacerbate social and economic inequality⁶.

Globally, evidence has shown there is likelihood of violence from intimate partners and male family members can escalate during emergencies. This tends to increase as the crisis worsens, and men have lost their jobs and status – particularly in communities with traditional gender roles, and where family violence is normalized. Cultural stigmas in some places can mean that women are not taught lifesaving skills like how to swim and climb trees. This can leave women more vulnerable during a flood as these survival skills are traditionally only taught to men. More floods due to climate change may mean even higher fatalities of women and girls unless this gender sensitive vulnerability is addressed. Limited access to and understanding of information and influence on decision making processes limit the capacity of women to prepare and respond to adverse impacts of climate change. Women and girls are at risk for sexually transmitted diseases and unwanted pregnancies due to sexual assault in times of emergency⁷. Lack of health infrastructure can mean they can't access adequate medical treatment or reproductive health options which impacts negatively on women's reproductive health especially lack of access to family planning leads to unplanned or unwanted pregnancies during such disasters.

Gender, Renewable Energy and energy efficiency

In PNG, the proportion of the population with access to electricity in 2017 was at 54.4% (ADB, 2020) yet energy plays an essential role in both women's and men's lives, therefore, achieving

⁴ <https://gggi.org/wp-content/uploads/2021/03/GESI-Assessment-Report-PNG-Final.pdf>

⁵ Ibid. adb.2016

⁶ <https://gggi.org/wp-content/uploads/2020/09/07.-GCF-Gender-Mainstreaming-Guideline.pdf>

⁷ <https://www.climatecentre.org/wp-content/uploads/Gender-and-Climate-Change.pdf>

gender equality, social inclusion, and poverty alleviation in the area of renewable energy can be linked with human rights and social, environmental and economic development. In many countries including PNG Women and girls take on the primary responsibility to ensure energy needs are met especially at household level and given their multiple roles and duties, they lack time to participate in other opportunities that could potentially help to enhance their knowledge, skills, income, and self-esteem⁸.

OBJECTIVES OF THE UNDP PNG GENDER EQUALITY STRATEGY

Overall Objective:

To ensure that gender considerations in supporting equal participation of women and men “through intersectional lens” are applied through all development interventions that are based on considerations of different needs, concerns and experiences of men and women become an integral part of programme design, implementation, monitoring and evaluation and are supported by strong CO capacity, policies and practice, in line with the UNDP Strategic Plan 2022 – 2025 and UNDP Global Gender Equality Strategy 2022 – 2025 objectives, as well as with the specific country’s needs and strategic priorities.

By this **Objective**, UNDP PNG reiterates that the advancement of gender equality is not a separate goal, but it is a central priority, the achievement of which will make UNDP more inclusive, Gender responsive and effective in addressing development challenges.

Specific Objectives:

1. To ensure that a gender responsive and Human rights approach is applied in UNDP PNG programming at design, implementation, monitoring and evaluation stages in alignment with the UNDP Strategic Plan and UNDP Gender Equality Strategy and the results are widely disseminated.
2. To ensure that UNDP PNG applies gender responsive policies in its internal operational processes and builds relevant staff capacities.
3. To achieve strong partnerships and strategic positioning with national and international partners especially other UN agencies, CSOs, Private Sector and development partners to enhance the impact of gender equality work.

STRATEGY OUTCOMES

OUTCOME 1: People in PNG, especially women, persons with disability, adolescent girls and those in the most vulnerable and marginalized communities experience more rights-based good governance, comprised of effective people-centered, equitable and inclusive gender and age-responsive improved public services, and rule of law.

The theory of change for programme priority area two is: **if** subnational governance institutions, civil society and the private sector are enabled to foster local governance, and **if** rule-of-law institutions are capacitated to ensure the security, safety, and protection of PNG population, **then**

⁸ <https://ggi.org/wp-content/uploads/2021/03/GESI-Assessment-Report-PNG-Final.pdf>

subnational governance structures will be preserved and strengthened to deliver gender responsive programming on their respective mandates. This programme area addresses the Framework priority of **preserving inclusive, effective, and efficient national and local development, and systems strengthening.**

For example, UNDP PNG has also been working to address gender-based violence in PNG through the "Spotlight Initiative," which is a significant issue affecting women and girls in the Country. The Initiative focuses on strengthening the capacity of service providers, such as health workers, police, and community organizations, to respond to and prevent gender-based violence. The project also seeks to address the root causes of gender-based violence by promoting gender equality and challenging harmful gender norms and stereotypes. The second phase II will focus on strengthening institutional capacity to offer access to justice to GBV survivors and put emphasis on government co-financing for GBV prevention and response for sustainability of the programme. The Peace building projects for the Country offices offers opportunities to empower women and youth to engage in peace building and democratic process in the Country.

Another example is the Women's leadership and participation in decision making, through this project MPs are supported by key Parliamentary Services staff to use the powers of Parliament to promote more inclusive, accountable, transparent and equitable development for all.

Another example is the "Women Make the Change" project, which aims to promote women's participation and leadership in politics. This project seeks to address the underrepresentation of women in politics by providing support and resources to female candidates and political parties. The project includes training for women on political campaigning and leadership skills, support for political party development, and awareness-raising campaigns to promote women's participation in politics.

In line with UNDP Strategic Signature Solution (2) Strengthened effective, accountable, and inclusive governance and Gender Equality Strategy Priority (B) Help reinvigorate inclusive governance, participation and women's leadership, the Strategy has set out strategic entry points to contribute to gender equality and women's empowerment under this outcome as follows.

Strategic Entry Points:

- ✓ Enhancing women's, girls' and boys' contribution and benefiting from inclusive, accountable and gender responsive governance, at local and central levels. UNDP will provide support to a country-wide inclusive local governance system, anchored on formal local authorities, to deliver a range of gender responsive basic services, and empowering both women and men to seek redress where rights are denied.
- ✓ Enhance the capacity of the private sector and civil society to engage with subnational authorities on local economic recovery and development; promote public-private partnership opportunities to improve community service delivery; and ensure that local economic recovery and development plans are inclusive, integrating, and addressing the needs of women, youth, and those at the risk of being left furthest behind, including people with disabilities, internally displaced persons, and elderly..
- ✓ Improve Prevention and Response to Gender Based Violence services and ensure equal access to justice to survivors of GBV
- ✓ Strengthen capacity of Law, Justice and Order sector to improve on service delivery for effective and efficient access to justice in the Country.

OUTCOME2: Increased participation by women and Youth in the sustainable management of PNGs natural resources, on land and at sea, and in the recovery phases of natural disasters and other shocks by 2025.

The outcome 2 theory of change *if* environmentally friendly and gender responsive actions are taken in dealing with natural disasters, climate change, environmental pollution and degradation and *if* the necessary inclusion of women, girls, PWDs and youths as primary actors in ushering in a new era. Then women, girls, PWDs and youth will contribute effectively to management of climate mitigation and adaption actions and respond to natural disasters and other shocks.

While crises, both due to conflict and disaster, affect everyone, women and girls are often disproportionately impacted due to their relatively disadvantaged situation, distinct social obligations and responsibilities and the high prevalence of gender-based violence. At the same time, during and after crises, women are often on the frontlines, playing a key role in ensuring the well-being and resilience of their families and communities. "Building back better" means ensuring that gender equality and women's participation are integrated into crisis prevention, preparedness, and recovery from the earliest stages. UNDP will underpin conflict prevention and crisis preparedness and recovery efforts with gender analysis, gender disaggregated data and the meaningful participation of women and women's organizations in decision-making.

For example, UNDP PNG implements several projects that promote gender equality and women's empowerment on climate change mitigation and adaption for example Strengthening Integrated Sustainable Landscape Management in Enga Province project which aims to Increase sustainable and inclusive economic development of the Enga Province of Papua New Guinea through promotion of equitable representation of women and men in project activities and groups established and/or strengthened and Development of regulatory, policy and planning documents in consultation with women;

Another example is Investing in Coral Reef and Blue Economy project the project mainstreams gender through Creating gender-sensitive business plan, financial literacy training and technical support for women. Developing a strategic plan for supporting women in blue enterprise and annual knowledge forum and Support for women-led blue economy enterprises and gender equity training to all beneficiaries.

In line with UNDP Strategic Signature Solutions (3) Resilience and (4) Environment, along with Gender Strategy Priorities (C) Support equal societies to build resilience and (D) Put gender equality at the heart of caring for people and the planet, the strategy has set out strategic entry points to contribute to gender equality and women's empowerment under this outcome as follows;

Strategic Entry Points:

- ✓ Advocate for inclusive and sustainable solutions to achieve energy efficiency and universal modern energy access and gender-sensitive approaches to energy consumption
- ✓ Support national and local governments to implement stronger policies, systems, procedures, and partnerships with non-state actors to protect biodiversity and endangered species, ensuring women's participation in the process

- ✓ Strengthen support to the Government and CSO to combine climate change adaptation and disaster risk reduction methodologies and push for a gender-inclusive framework into new policies, regulations, guidance, and programmes.
- ✓ UNDP-supported recovery and stabilization initiatives will be designed to create opportunities for women to contribute to and participate in sustainable livelihoods and improve their socioeconomic status.
- ✓ Focus on women-led businesses in conservation and other adaptation and mitigation related businesses and Engaging women-headed community-based organizations in climate change mitigation and adaptation actions
- ✓ Support gender responsive programming for energy related projects to promote equal access to energy to unleash women's economic empowerment, gender responsive green transformation for net-zero emissions and climate resilient development for Peace.

OUTCOME 3: Increased access to women's economic empowerment, including women's disproportionate burden of unpaid work.

It is important to derive comprehensive mechanisms to tackle the structural barriers and gender-discriminatory practices that deny women their socioeconomic rights, restrict their economic, social, and political opportunities and undermine their resilience to all forms of shock. Strengthen women's equal rights to property, credit, land and natural resources, decent work and equal access to basic services, including health services. The issues of unpaid care burden that women bear most needs to be revisited for redistribution of the care work with households between women and men equally to ease time for women to engage in productive activities to access financial /economic empowerment. It requires leveraging UNDP support for national government in offering inclusive economic activities to stimulate growth for economic empowerment of women.

UNDP PNG has done some tremendous work in economic empowerment of women through different projects for example the "Japanese Economic Empowerment", which aims to promote gender equality and women's economic empowerment in targeted provinces in PNG and focuses on supporting women's participation in the informal economy, particularly through financial literacy trainings. The project provides training and resources to women vendors on financial literacy, business skills, and health and safety practices.

Another project is the Rapid Finance Facility with the overall objective of the project is to widen access to digital financial services and affordable credit for women entrepreneurs and strengthen their capacities to effectively participate in emerging digital economy in PNG which led to Increased financial inclusion for informal female traders and Increased participation of informal female-led SMEs in the digital economy.

Another example is the Women make the Change project the focus is on Legal and policy frameworks promote gender balance throughout the electoral cycle and development of a cadre of interested diverse and capable women political leaders is formed at national and sub-national levels to take charge of their own Country's development trajectory.

This is in line with UNDP Strategic Signature Solution (1) Poverty and inequality= contribute to women's economic empowerment, employment, access to resources with a focus on informal economy and Signature Solution 6: Gender equality and Gender Strategy F: Accelerate the

achievement of gender equality. The strategy has set out strategic entry points to contribute to gender equality and women's empowerment under this outcome as follows.

Strategic Entry Points.

- ✓ Support national and local partners to expand women's access to and control of resources and basic services, including financial and non-financial assets, housing, jobs, education, clean energy and technology, health, social protection and care services, with a particular focus on the most marginalized and left behind including poor women and women with disabilities.
- ✓ Build on lessons learnt from previous programmes to strengthen women's livelihoods with a focus on skills, access to markets and finance particularly in regions with poor infrastructure and limited economic and social development.
- ✓ Strengthened partnerships to end occupational segregation and address women's and girls' disproportionate burden of unpaid work and time poverty through measures such as affordable and reliable public and private care services (child, elder, disability or illness), as well as gender-equal parental leave and work-life balance rights and policies.
- ✓ Expand investment opportunities for women and youth entrepreneurs and SMEs or women led organizations
- ✓ Offer support for legal and policy reforms to close the gender wage gap, lift formal and informal barriers to women's access to certain jobs/occupation that are male dominated.
- ✓ Work with local service providers to ensure the rights of women are protected and critical services are provided without stigma or discrimination at a reasonable cost.

DESIGN, IMPLEMENTATION, MONITORING AND EVALUATION

UNDP works to promote gender mainstreaming in all areas of its programming in PNG. This means ensuring that gender considerations are integrated into all aspects of the program design, implementation, monitoring, and evaluation.

The goal is to ensure that the needs and perspectives of both women and men are taken into account in all UNDP activities, and that gender equality is promoted throughout its work in PNG.

UNDP will use the following tools to support the integration of gender into programming.

- Gender Marker
- Gender Mainstreaming Checklist
- Country Office Annual Work Plan
- Quality Assurance (QA)
- Results Oriented Annual Reporting (ROAR)
- Social and Environment Standards (SES)

COMMUNICATION AND KNOWLEDGE MANAGEMENT

To create gender-responsive communication materials in PNG, UNDP works to take into account the cultural context and social norms of the country when developing and disseminating communication materials.

UNDP will use the following approaches when creating gender-sensitive communications materials in mainstream or social media.

- ✓ **Understand the cultural context:** PNG is a country with diverse cultures and traditions, and it is important to understand the cultural context in which you are communicating. Consider how gender roles and expectations vary across different communities and how they impact communication.
- ✓ **Use gender-sensitive language:** Using language that is respectful and inclusive of all genders. Avoid using language that reinforces gender stereotypes and instead, use gender-inclusive language that acknowledges the diversity of gender identities.
- ✓ **Use visuals that are inclusive:** Using visuals that are inclusive of all genders and avoiding reinforcing gender stereotypes. For example, use images that show men and women in non-traditional roles or activities.
- ✓ **Highlight women's voices and experiences:** Ensuring that women's voices and experiences are included and represented in the communication materials. This can be done by featuring stories, testimonials, and examples that highlight the experiences of women in PNG.
- ✓ **Address gender-based violence (where applicable):** Addressing issues of gender-based violence in the communication materials by providing information on available resources, including hotlines and support services, and by highlighting the importance of promoting gender equality and respect for all individuals.

PARTNERSHIPS

UNDP will build partnerships in PNG, working with other UN Agencies, Donor organizations, CSOs, Private Sector, Government and stakeholders that prioritize gender equality and inclusivity in their development work. Some steps to take will include:

- ✓ **Developing a Pipeline Document:** Develop a pipeline document that outlines the goals, roles, and responsibilities of each project in UNDP and how their activities contribute to gender equality goals.
- ✓ **Establishing and maintaining clear communication channels:** Establish clear communication channels between partners to ensure that everyone is on the same page and that any issues or concerns can be addressed promptly.
- ✓ **Collaborating on gender-sensitive development initiatives:** Collaborate with your partners on gender-sensitive development initiatives that prioritize the needs and perspectives of women and other marginalized groups in PNG. This may involve providing training and resources to support women's economic empowerment, promoting women's leadership and participation in decision-making processes, or addressing gender-based violence.
- ✓ **Measuring progress:** Monitor and evaluate the progress of your partnership and development initiatives to ensure that they are effective and making a positive impact on gender equality in PNG.

- ✓ **Sharing knowledge and resources:** Share knowledge and resources with your partners to strengthen their capacity to promote gender equality and inclusivity in their development work.

By following these steps, UNDP will build gender-related partnerships in PNG that are effective, sustainable, and responsive to the needs and perspectives of women and other marginalized groups.

HUMAN RESOURCES AND OPERATIONS

As part of UNDP's endeavor to be a partner of choice in the Country, UNDP PNG has improved its operations to promote gender equality and inclusivity throughout all levels of the organization operations and management. Some of these improvements that UNDP will maintain are:

- ✓ **Equal employment opportunities:** UNDP's will ensure that hiring practices are fair and unbiased, and that all individuals have equal opportunities to be employed and promoted, regardless of gender.
- ✓ **Gender-sensitive policies:** UNDP will develop policies that address gender issues, including equal pay, maternity and paternity leave, and flexible work arrangements that accommodate the needs of women and men.
- ✓ **Gender-inclusive work environment:** UNDP will foster a work environment that is inclusive, free, and safe of all genders and promotes diversity and inclusion. This will include training and awareness-raising activities for employees, as well as measures to prevent and address sexual harassment and gender-based violence.
- ✓ **Partnerships with gender-focused organizations:** UNDP will partner with other organizations in PNG that focus on gender equality and inclusivity, to leverage expertise and resources and to promote collaboration on gender-related initiatives.

By implementing these practices, UNDP PNG will provide a gender-inclusive culture that promotes equality and inclusivity and contributes to a more sustainable and equitable society.

To close, the UNDP PNG Gender Strategy is a critical step towards achieving gender equality and women's empowerment in Papua New Guinea. By focusing on key areas such as women's political participation, economic empowerment, and addressing gender-based violence, the strategy has the potential to transform the lives of women and girls and other vulnerable populations in PNG. However, achieving gender equality is a complex and long-term process, and it requires the engagement and commitment of all stakeholders. The success of the strategy depends on the active participation and capacity of governments, civil society organizations, the private sector, and communities. The UNDP is committed to working with all stakeholders to support the implementation of the strategy and ensure that its impact is sustainable and far-reaching.

1-3	SMT Talking Points and Speeches for public events	# Of Talking points and speeches developed that have a paragraph on addressing gender inequality		2	2	2	2	SMT
1-3	Management and Program Meetings	# Of gender updates for staff in meeting agenda		5	5	5	5	SMT
1	PMD Cycle	# Of staff including gender equality in PMD discussions		All staff	All staff	All staff	All staff	SMT
1	PSEAH Policy	# Of high-level messages from SMT through discussions and emails on PSEAH		1	1	1	1	SMT

B. Treating all employees fairly at work aligns with international human rights principles. It also translates to better talent acquisition, higher employee retention and satisfaction, increased productivity and better decision making. By removing all forms of discrimination in corporate policies, strategies, culture and practices UNDP will be playing a key role in preserving and promoting the physical and emotional health, safety and wellbeing of staff. This includes promotion and implementation of the PSEAH, and Child Protection Policies extended to implementing partners.

Specific Objective:

1. To ensure that UNDP PNG applies gender responsive policies in its internal operational processes and builds relevant staff capacities.

Indicator category: **Institutions/ Ecosystems**

GES Outcome Ref	Measures/ Activities	Indicator	Baseline	Targets and Timeline				Responsibility
				Q1	Q2	Q3	Q4	
1	PSEAH Policy	# Of trainings done for PSEAH Policy			1		1	PSEAH Focal Point
1	Internal Policies	# Of gender inclusive policy amendments done for UNDP PNG		1	1	1	1	Operations

C. Training for staff about how UNDP PNG is advancing gender equality and women's empowerment aligns everyone around shared values and help ensure compliance with UNDP policies and practices. Affirmative action towards women's professional advancement and men's sensitization to gender equality are to be complemented by networking and mentoring programs for staff.

Specific Objective:

1. To ensure that UNDP PNG applies gender responsive policies in its internal operational processes and builds relevant staff capacities.

Indicator Category: **Capacities/ Skills, Laws/Policies/Legislations, Institution/Ecosystem**

GES Outcome	Measures/ Activities	Indicator	Baseline	Targets and Timeline				Responsibility
				Q1	Q2	Q3	Q4	

1-3	Knowledge sharing events	# Of brown bag lunches UNDP had on gender topics			2	2	2	Gender Team
	Staff surveys	Proportion staff having increased understanding of gender equality			1		1	Gender Team
D. Negative and diminished conceptions of women and girls are one of the greatest barriers for gender equality. Mainstreaming gender equality into program and service implementation is a powerful driver to change perceptions and impact social norms– portraying women and men in modern, authentic and multi-dimensional roles. UNDP PNG can also influence partners by streamlining gender into projects when investing in community development projects to make valuable, effective and responsible contributions to gender equality and women’s empowerment.								
Specific Objective: To ensure gender responsive implementation to achieve better results in addressing gender inequalities related to inclusive and sustainable growth, inclusive and democratic governance, climate change and resilience								
Indicator Category: Leadership/Voice in decision-making, customs/traditions/norms, institutions/ecosystem, females, community leaders, policy makers								
Outcome	Measures/ Activities	Indicator	Baseline	Targets and Timeline				Responsibility
				Q1	Q2	Q3	Q4	
1-3	Mainstream gender into all projects, programmes, and policies	# Of projects that have GEN2 and GEN3			3	2	1	Project Team/ Gender Specialist
		# Of staff using gender mainstreaming checklist in project design, implementation and						
E. Transparency and accountability are required for UNDP to uphold its commitments to gender equality in the workplace and community. Measuring and reporting mechanisms are crucial to monitor and track performance and progress.								
Specific Objective: To build a culture of gender as an integral part of programmes, Monitoring and Reporting.								
Indicator Category: institutions/ecosystems, female, male, policymakers, service providers, market actors, community leaders, family, knowledge of law/ rights								
Outcome	Measures/ Activities	Indicator	Baseline	Targets and Timeline				Responsibility
				Q1	Q2	Q3	Q4	
1-3	Inclusive, transparent, and accountable operational	% Of gender result reporting in quarterly reports, Donor Reports and ROAR		1	1	1	1	Gender Focal Team M%E staff

	procedures and mechanism							Gender Specialist
1-3	Strengthened capacity on Gender responsive monitoring and reporting	# Of staff capacity built on M&E			20	15	5	All programme Staff
F. Good practice that ensures that both internal and external communication in UNDP PNG is gender sensitive and responsive, and ensures that language used for written, visual and audio communications as well as photos and other communication materials are inclusive and does not promote gender-based stereotypes. UNDP PNG will ensure that all its communication materials and high-level briefs and speeches are gender inclusive.								
Specific Objective: To Increase communication and knowledge products on gender issues and results								
Indicator Category: Institutions/ecosystems								
Outcome	Measures/ Activities	Indicator	Baseline	Targets and Timeline				Responsibility
				Q1	Q2	Q3	Q4	
1-3	Communication and knowledge products on gender issues and results	# Of gender-sensitive communication materials disseminated			2	1	2	Programme staff Communication staff Gender specialist
1-3	Communication and knowledge products on gender issues and results	# Of op-eds, newsletters and publications gender-inclusive			2	2	2	Programme Staff

HOW CAN WE MONITOR CHANGE?

Below are a few examples of indicators under each of the domains. In case you need a refresher on the 3 domains, [click here for the 3 Domains Quick Reference Guide](#).

Agency

Capacities / Skills	<ul style="list-style-type: none"> • <i>Number of women received financial literacy skills training</i> • <i>Male-female ratio amongst financial literacy skills training</i>
Security / Mobility	<ul style="list-style-type: none"> • <i>Number of women-only buses launched</i> • <i>Perception of safety on public transportation disaggregated by sex</i>
Leadership / Voice in decision-making	<ul style="list-style-type: none"> • <i>Male-female ratio in parliament / village committee membership</i> • <i>Number of women consulted for the project design</i> • <i>Male-female ratio amongst those consulted for the project design</i>
Knowledge of law / rights	<ul style="list-style-type: none"> • <i>Awareness about participation in human rights awareness-raising events disaggregated by sex</i> • <i>Information / educational materials on women's human rights / how and where to access women's rights protection developed</i> • <i>Social media user patterns disaggregated by sex</i>
Own income / Time	<ul style="list-style-type: none"> • <i>Interventions introduced to reduce time spent on unpaid care and domestic work</i> • <i>Increase in income earned and controlled by women</i>
Self-confidence / Expectations upon him/her	<ul style="list-style-type: none"> • <i>Self-confidence levels disaggregated by sex</i> • <i>Parents' views on the future of sons and daughters</i> • <i>Boys' and girls' perceptions on roles of men and women</i> • <i>Male-female ratio amongst STEM subjects</i>

Structure

Customs / Traditions / Norms	<ul style="list-style-type: none"> • <i>Perception of gender roles disaggregated by sex</i> • <i>Number of media campaigns addressing discriminatory gender stereotypes</i> • <i>Perception on women in leadership disaggregated by sex</i>
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Laws / Policies / Legislation	<ul style="list-style-type: none"> • Number of policies promoting gender equality (e.g., legislation mandating the private sector to report on the male-female ratio amongst senior management; women's equal land ownership) • Number of ministries with sectoral gender equality policy • Number of policies ensuring equal participation of women and men in decision-making bodies • Number of policy changes made in support of women's access to finance • A regulatory framework in place to ban discriminatory gender stereotypes in advertisement
Institutions / Ecosystem	<ul style="list-style-type: none"> • A policy framework in place to ensure gender parity / zero-tolerance to sexual harassment at work in the public administration / private sector • Number of institutional gender mainstreaming capacity development interventions for civil servants • Number of non-gender stereotypes portrayed in media • Number of articles highlighting gender equality results in the project's PR materials

Relational Dynamics

Female(s)	<ul style="list-style-type: none"> • Proportion of women with knowledge on CEDAW • Number of women's organisations providing women-targeted services
Male(s)	<ul style="list-style-type: none"> • Number of male gender equality champions actively participated in the project • Number of men's organisations primarily supporting/addressing gender equality
Polymakers	<ul style="list-style-type: none"> • Number of political parties with a gender equality / gender parity policy / special programme to support women candidates • Number of policy-related meetings with an agenda item related to gender equality
Service providers	<ul style="list-style-type: none"> • Proportion of service providers participated in gender equality provisions
Market actors	<ul style="list-style-type: none"> • Number of Chambers of Commerce or similar associations with own selected/elected female leadership • Number/proportion of companies supporting non-gender stereotypes in recruitment
Community leaders	<ul style="list-style-type: none"> • Number of gender-related agenda items discussed • Number of occasions when female speakers are invited
Family	<ul style="list-style-type: none"> • Proportion of the population with son/daughter preference disaggregated by sex