

AUTONOMOUS REGION OF
BOUGAINVILLE

GENDER EQUALITY, WOMEN'S EMPOWERMENT, PEACE AND SECURITY POLICY

2023 – 2027

POLICY DOCUMENT NO. X/2023



STATEMENT FROM THE PRESIDENT

As the President of the Autonomous Bougainville government, I am pleased to endorse the Gender Equality, Women's Empowerment, Peace, and Security Policy (2023-2027). Bougainvillean women played a dynamic role during the Bougainville crisis and subsequent peace negotiations, and they continue to play a critical role in society as leaders, public servants, community organizers, and family members.

Promoting gender equality and empowering women and men to work together for the benefit of Bougainville and its people is crucial for our future success. To truly transform Bougainville, we must work towards transforming the roles and positions of both women and men within society. As we work towards our goal of independence, we recognize that gender equality and women's empowerment are crucial to building a prosperous and peaceful society.

The Gender Equality, Women's Empowerment, Peace, and Security Policy (2023-2027) shows our government's commitment to promoting the rights of women and girls as active members of our society. This policy will direct the work of the government, as well as guide the efforts of civil society organizations, the private sector, and international development partners.

The policy commits the government to establishing an Office of Gender Equality that will come under my oversight and will sit under the Office of the Chief Secretary. This change moves the responsibility for driving the gender equality agenda from the Department of Community Development to the highest offices of the government, demonstrating our commitment to improving the rights of Bougainvillean women and girls as a priority.

The Bougainville Constitution recognizes the importance of gender equality and women's rights. This policy affirms our government's commitment to promoting and protecting women's rights, founded on the principles of social justice, equality, and respect for human rights, and will guide our efforts to ensure that women and men have equal access to resources, opportunities, and decision-making processes across Bougainville.

As we prepare for independence, we must ensure our readiness program includes measures to promote gender equality and women's empowerment. Women must be represented in decision-making processes and have equal access to education, health services, and economic opportunities.

We believe that promoting gender equality and women's empowerment requires a whole-of-government and whole-of-society approach. I urge everyone to work together to implement this policy and ensure that women and girls in Bougainville have equal opportunities to thrive and contribute to our society. Together, let us build a future where gender equality is not just a goal, but a reality for all.

HIS EXCELLENCY, HON ISHMAEL TOROAMA, MHR
PRESIDENT OF THE AUTONOMOUS REGION OF
BOUGAINVILLE

STATEMENT FROM THE MINISTER

As Minister for Community Development, I am proud to present the Gender Equality, Women's Empowerment, Peace and Security Policy (2023-2027) to the people of the Autonomous Region of Bougainville. Our Government is committed to addressing the urgent challenges facing women and girls across the region, and this policy outlines our concrete commitments to promoting gender equality and women's empowerment over the next five years.

We acknowledge that many women and girls continue to experience discrimination, with high rates of sexual and family violence, and limited access to economic opportunities and quality health and education services. Through this policy, we aim to transform the place of both women and men within Bougainville and foster positive changes in the lives of our people.

The Bougainville Development Strategic Plan acknowledges the critical contribution of women in propelling sustainable development and economic growth, and our government is steadfast in advancing their participation across all sectors. Consistent with our local and global obligations to "leave no one behind," we remain unwavering in our commitment to extend the reach of our policies and programs to those who have long been excluded and sidelined from accessing essential services and participating in decisions that shape their lives, regardless of their location or identity.

Our Government is committed to addressing the challenges facing women and girls as an urgent priority. Accordingly, it is with great honour that I endorse this Gender Equality, Women's Empowerment, Peace and Security Policy (2023-2027). The Policy sets out our concrete commitments to improving the lives of women and girls across the region over the next five years through 13 distinct policy directives.

We must all work together to ensure that every single Bougainvillean, women and men alike, can enjoy equal opportunities and lives that are safe, free and prosperous. This policy reflects our commitment to improving the lives of women and girls by protecting and promoting their human rights, safeguarding their livelihoods and ensuring their well-being.

The Government of Bougainville invites and encourages all key players to contribute and participate meaningfully in the implementation of this Policy which seeks to advance gender equality and women's empowerment, and ultimately, peace and prosperity across Bougainville

HONOURABLE MORRIS OPETI, MHR

MINISTER FOR COMMUNITY DEVELOPMENT
AUTONOMOUS REGION OF BOUGAINVILLE

STATEMENT FROM THE CHIEF SECRETARY

As the head of the ABG public service, I am very pleased to endorse and support the implementation of the ABG Gender Equality, Women's Empowerment, Peace, and Security Policy (2023-2027). The policy represents a significant step towards achieving gender equality, women's empowerment, and sustainable peace and security in our region.

The Policy is made up of 13 Policy Directives that set out the broad objectives that we will aim to achieve over the next five years of implementation. These Policy Directives recognize the importance of a range of issues, including women's leadership and participation in decision-making processes, the need to combat gender-based violence, the importance of ensuring women and girls can access health and education services, the need to include women more proactively in our economic development and the unique challenges faced by marginalized groups such as women living with disabilities.

The Policy Directives are underpinned by concrete strategies that will be implemented by the entire Government apparatus, in partnership with the Bougainville House of Representatives, Bougainville Women's Federation, Community Governments, local communities, civil society organisations and the private sector. I am committed to ensuring that my Office ensures a coordinated response.

Very importantly, this Policy commits the Government to establish an Office of Gender Equality (OGE) which will sit under the Office of the Chief Secretary, and report to the Office of the President. The 2013 and 2018 Bougainville Gender Equality Policies also proposed the establishment of the OGE, but this reform has not yet been progressed. The Government is committed to remedying that oversight and immediately ensuring that a new OGE has proper staffing and funding resources to drive and monitor the implementation of this Policy.

I am very pleased that the OGE will be set up under my Office, as this will ensure that issues relating to gender equality and women's empowerment will have attention at the highest levels. It will also ensure that this work is coordinated across all of our Government departments.

I urge all members of the public service to read this Policy and to commit themselves to its principles. We all have a role to play in ensuring that women and girls can enjoy their rights, safely and equally. I also encourage the community to join us in this important effort and to support the implementation of the policy throughout Bougainville. Together, we can build a more prosperous, peaceful, and equitable future for all.

I commend this policy to you all.

MR SHADRACK HIMATA

CHIEF SECRETARY
DEPARTMENT OF THE PRESIDENT
AND BOUGAINVILLE EXECUTIVE COUNCIL

STATEMENT FROM THE SECRETARY OF COMMUNITY DEVELOPMENT

For more than 15 years, the Department for Community Development has been the custodian for promoting the rights of women and girls. In 2013, the Department produced the first ever Bougainville Gender Equality, Women Empowerment, Peace, and Security Policy, and in 2018 facilitated community consultations to inform an updating of the Policy.

When the Policy expired at the end of 2020, my department again took the lead in ensuring that our Government would have an up-to-date policy that would guide how Bougainville's limited resources could be most effectively used to ensure women and girls can enjoy their human rights. We undertook consultations across the region from 2021 to 2022, visiting each district and making every effort to ensure that diverse voices were included in the process, including young people and people living with a disability.

The updated ABG Gender Equality, Women Empowerment, Peace, and Security Policy 2023-2027 is the result of our considerable efforts to draft a policy which reflects the real needs of women and girls across Bougainville. I am very proud of the comprehensive plan of action it outlines to address the multi-sectoral, multi-layered issues preventing women and girls across Bougainville from fully enjoying their human rights as equal members of Bougainville society in law and in reality.

The Policy reaffirms the importance of establishing the Office of Gender Equality under the Office of the Chief Secretary to drive implementation, coordination and monitoring of the GEWE agenda in Bougainville. I strongly support this endeavour to ensure that these issues are elevated to the highest level of government and receive the attention they deserve.

I want to reassure the women and girls of Bougainville that the Department of Community Development will continue to play a key role in promoting the rights of women and girls, through the many community development programmes that we administer. We will continue to play an important role in, for example, ensuring community-based responses are able to prevent and respond to gender-based violence. We will maintain close collaboration with NGOs and churches to reinforce their efforts towards the betterment of women and girls, while also ensuring that our endeavours to promote community-level economic development respond to the specific needs of women.

We are committed to working with all members of our community to create a more just and equitable society where everyone, regardless of their gender or other identities, has the opportunity to reach their full potential. We recognize that achieving this goal will require a coordinated effort from all stakeholders, including government, civil society, and the private sector. We are committed to playing our part and look forward to working with people across the region to ensure the success of this Policy.

MRS MANA KAKAROUTS

SECRETARY
DEPARTMENT OF COMMUNITY DEVELOPMENT

ACKNOWLEDGEMENTS

We would like to express gratitude to all stakeholders and community government representatives throughout Bougainville - Buka, Arawa, Kieta, Panguna, Bana, Tinputz, Wakunai, Buin, Siwai, Kunua, Koromira, Torokina, Selau/Suir, Kokopau, Atolls and Nissan - who provided feedback during the consultation process of the policy review and development of the Gender Equality, Women Empowerment, Peace, and Security Policy (GEWEPS) Policy. Your insightful feedback, constructive criticism, and thoughtful suggestions have helped us to refine and strengthen the GEWEPS Policy, ensuring that it is inclusive, equitable, and empowering for all genders.

We would also like to acknowledge the hard work and contributions of the ABG Department for Community Development Secretary, Mana Kakarouts, and the Gender Policy team, namely, Ursula Rakova, Stanley Pakita, Michael Omepa and Catherine Pukena, for facilitating the consultation process and collecting feedback from the stakeholders throughout Bougainville. Your dedication and tireless efforts have been instrumental in shaping the policy into a comprehensive and forward-thinking document that reflects the needs and aspirations of women and men in Bougainville.

We also express our sincere appreciation to UN Women for their invaluable technical support in the review and development of our GEWEPS Policy. Their expertise and guidance have been instrumental in ensuring that the policy reflects international best practices and standards for gender mainstreaming. Their contributions in areas such as gender analysis, gender budgeting, and gender-responsive programming have helped us to identify and address gaps and opportunities in our policy.

Finally, we would like to acknowledge the Government of Australia for its generous financial support to our gender policy review and development process. Their contribution has enabled us to further our mission of promoting gender equality contributing to a more just and inclusive society. We appreciate their commitment to advancing gender issues and look forward to continuing our partnership.

EXECUTIVE SUMMARY

The Bougainville Gender Equality, Women's Empowerment, Peace, and Security Policy 2023-2027 presents a comprehensive strategic plan of action to tackle the numerous multi-sectoral and multi-layered challenges that impede the ability of women and girls across the Autonomous Region of Bougainville (ARoB) to exercise their human rights as equal members of society, both in theory and in practice. This Policy adheres to global, regional, and national standards and strives to provide a strategic blueprint for gender-sensitive and fit-for-purpose government institutions that enable women and girls to access and engage in decision-making, policy development, service delivery programs, and community life in Bougainville on an equal footing.

POLICY PRIORITIES AND STRATEGIES

The Bougainville Gender Equality, Women's Empowerment, Peace and Security Policy 2023-2027 has a clear objective, namely, to establish a policy framework, institutions, and programs that will improve the lives of women and girls on an equal basis with everyone else. The vision of this Policy is **"to build a society in which women and men are able to realise their full potential and to participate as equal partners in creating a just, peaceful and prosperous society for all"**. This vision draws from the Constitution, which calls for "a fair representation of women and marginalized groups on all constitutional and other bodies" and encourages "customary practices on provision of care for widows, children, orphans, the aged and the disabled".

To achieve this vision, the policy has three primary goals:

1. Transform all levels of government in Bougainville by mainstreaming and integrating issues of women's empowerment and gender equality, including the establishment of the Office for Gender Equality;
2. Achieve equality for women as decision-makers, participants and beneficiaries in the political, civil, social, economic and cultural spheres of life; and
3. Prioritise the needs of women in the political transition and ongoing peace processes.

These goals will be achieved through two interconnected approaches. The first is to strengthen key governance institutions to ensure they are gender-sensitive and capable of promoting gender equality and women's empowerment proactively. The second is to implement specific sectoral policies designed to improve the lives of women and girls. The policy includes 13 directives to guide these efforts and promote gender equality and women's empowerment across Bougainville.

POLICY DIRECTIVES	BUDGET (KINA) 2023-27
POLICY DIRECTIVES: STRENGTHENING KEY GENDER EQUALITY INSTITUTIONS & MECHANISMS	
Policy Directive 1: Office of Gender Equality established, funded and staffed to coordinate implementation of this Policy and lead efforts to promote GEWEPS across Bougainville	1,890,000
Policy Directive 2: Departmental Heads & Gender Focal Points effectively mainstream GEWEPS across all ABG Departments	2,010,000
Policy Directive 3: Bougainville Women's Federation operates effectively as the representative organisation for Bougainville women	800,000
Policy Directive 4: Ministers & Members of House of Representatives supported to promote GEWEPS in laws, policies and budget	500,000
Policy Directive 5: Community Governments have the knowledge and skills to promote GEWEPS	590,000
POLICY DIRECTIVES: STRENGTHENING SECTORAL APPROACHES	
Policy Directive 6: Women's leadership strengthened at all levels of decision-making	645,000
Policy Directive 7: Women's Peace and Security is safeguarded	495,000
Policy Directive 8: Responses to Gender-Based Violence (GBV) and Sorcery Accusation Related Violence (SARV) strengthened across Bougainville	2,095,000
Policy Directive 9: Empowering men to advocate for and support GEWEPS	230,000
Policy Directive 10: Education and health outcomes improved for women and girls	470,000
Policy Directive 11: Women's economic empowerment and entrepreneurship strengthened	110,000
Policy Directive 12: Women living with disabilities empowered to live their best lives	100,000
Policy Directive 13: Women's security and engagement mainstreamed into Bougainville natural resource management, climate change and national disaster responses	525,000
TOTAL (2023-2027)	10,460,000

Implementation of the Policy will require a whole of government and stakeholder approach that will ensure the collaboration of all sectors of society including ABG institutions, the Bougainville House of Representatives, Community Governments, ward councils, NGOs/CSOs, faith-based organisations, international NGOs, the private sector, the media, development partners, and the communities themselves across Bougainville.

The Policy will guide all of the Government's policy development, planning, budgeting and programming activities. A new Office for Gender Equality (OGE) will be established under the Office of the President and the guidance of the Chief Secretary which will be responsible for driving this policy, coordination across all sectors and monitoring to ensure real, tangible change for women and girls.

To address previous funding challenges, the Policy is accompanied by a results framework, activity plan, and proposed budget. The budget is expected to be financed through a combination of Government and development partner funding. Currently, a variety of bilateral partners, United Nations agencies, and international NGOs provide funding to GEWE-related programmes. To ensure sustainable implementation of the Policy's priorities, ABG funding must be supplemented by donor funding, particularly for staffing and core programming.

Mainstreaming GEWE principles and programming across all levels of government and non-governmental work throughout Bougainville is a top priority. All officials have a responsibility to promote gender equality through their work and actions. Every individual in Bougainville has a role to play in creating a society where women and men, boys and girls, can live without discrimination and violence and can participate equally in building a strong, prosperous Bougainville for all.

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GLOSSARY

Empowerment: achieving control over one's life through expanded choices. This encompasses self-sufficiency, self-confidence and is inherently linked to knowledge and voice.

Women's empowerment: promoting women's sense of self-worth, their ability to determine their own choices, and their right to influence social change for themselves and others. It is aligned with female empowerment, a fundamental human right that is also essential to achieving a more peaceful and prosperous Bougainville. Women's empowerment, or female empowerment, is the process by which women gain influence and equal opportunity to pursue personal, social and economic endeavors, engaging in all parts of society on the same basis as men.

Gender: Gender refers to the socially constructed roles, behaviors, activities, and attributes that a particular society or culture considers appropriate for men and women, as well as the relationships between them. Gender is not synonymous with biological sex, which refers to the physical and physiological differences between male and female bodies. Rather, gender is a complex and fluid concept that is learned through socialization and can vary across cultures and over time. Gender influences individuals' opportunities, experiences, and identities, and can have a significant impact on their lives and well-being. Gender plays a crucial role in shaping what is deemed acceptable, permitted, and valued in women and men within a particular context. In most societies, there are disparities and inequalities between women and men in terms of assigned responsibilities, undertaken activities, access to and control over resources, as well as decision-making opportunities.

Gender roles: These are groups of socially or culturally constructed and acquired expectations regarding how individuals are expected to behave in particular circumstances. Therefore, the societal interpretations of masculine or feminine roles will shape the actions that a person displays at a given time. Gender roles are commonly formed through oversimplified beliefs that males and females have distinct physical and psychological traits.

Gender stereotypes: refer to widely held and oversimplified beliefs or expectations about the typical characteristics, roles, behaviors, and preferences associated with males and females based on their gender. These stereotypes are often culturally or socially defined and learned through socialization processes, and can limit individuals' opportunities and potential by reinforcing traditional gender roles and norms. Gender stereotypes can be harmful and contribute to gender discrimination, inequality, and prejudice.

Gender awareness: Gender awareness means that everyone in an organization or institution understands how gender impacts their goals, plans, and activities. However, just being aware of gender issues does not necessarily mean that an organization will create policies and programs that address gender inequalities. Even if an institution is gender aware, it may not take further steps to develop programs and policies that address these issues in practice.

Gender equality: refers to the equal rights, responsibilities, and opportunities of women and men and girls and boys. It encompasses the full range of human rights and fundamental freedoms, and seeks to empower women and girls by eliminating discrimination and ensuring that they are able to participate fully in all aspects of life. Gender equality is essential for creating a just and equitable society, and for achieving sustainable development and peace. This requires addressing the root causes of gender inequality and discrimination, including social norms, stereotypes, and institutional practices that perpetuate inequality, as well as promoting women's leadership and participation in decision-making processes at all levels.

Gender equity: refers to the process of being fair and impartial in addressing the different needs and experiences of women, men, boys and girls. It involves recognizing and valuing the differences among genders, and ensuring that everyone has access to the same opportunities, resources, and rewards. Gender equity aims to promote fairness and justice in the distribution of resources and opportunities, regardless of one's gender, by addressing power imbalances and eliminating discriminatory practices and policies. It is a key aspect of promoting gender equality and creating a more just and inclusive society for all.

Gender sensitivity: refers to the practical application of gender awareness in institutions and organizations. It involves translating knowledge and understanding of the impact of gender into policies, programs, and activities that aim to address gender inequality and promote gender equity. Gender sensitivity goes beyond simply recognizing the importance of gender and its impact on objectives, plans, and programs. It requires a deliberate effort to incorporate gender considerations into all aspects of an institution's activities and to actively work towards promoting gender equality.

Gender mainstreaming: Gender mainstreaming is a strategy to integrate a gender perspective into all policies and programs, including decision-making processes, in order to promote gender equality and address gender-based disparities and discrimination. It involves analyzing the implications for women and men of any planned action, including legislation, policies, and programs, in all areas and at all levels. Gender mainstreaming also involves promoting the active participation and empowerment of women in all spheres of life, and ensuring that gender concerns are taken into account in the design, implementation, monitoring, and evaluation of policies and programs. The goal of gender mainstreaming is to create more gender-equitable societies and to advance the human rights of all individuals regardless of gender.

Gender-disaggregated data: refers to data that is collected, analyzed, and presented separately for males and females. It involves breaking down data by gender to reveal differences and similarities in the experiences, behaviors, and needs of men and women. Gender-disaggregated data can include information about social, economic, and political aspects of life, as well as data based on biological characteristics. It is an important tool for identifying and addressing gender inequalities and promoting gender equality.

Gender-sensitive indicator: is a measure used to assess progress or performance that takes into account gender differences and inequalities. It is an indicator that considers the different experiences, needs, and priorities of women and men and how they are affected by a particular policy, program, or intervention. Gender-sensitive indicators help to identify and measure the impact of gender mainstreaming efforts and ensure that gender perspectives are integrated into decision-making processes.

Gender blindness: refers to the lack of consideration or acknowledgment of gender differences and their impact on social and economic outcomes. It occurs when policies, programs, or activities are designed and implemented without taking into account the different needs, roles, and experiences of men and women. Gender blindness can lead to unintended consequences such as reinforcing gender inequalities, excluding marginalized groups, and limiting the effectiveness of interventions.

1. INTRODUCTION

1.1. POLICY INTENT

The Autonomous Bougainville Government (ABG) acknowledges the invaluable contribution made by women to leadership, social and economic development, as well as peace and security. To ensure that women and girls are able to participate meaningfully and take the lead in all aspects of Bougainville's post-referendum agenda, the ABG has reviewed and updated the Gender Equality, Women's Empowerment, Peace, and Security Policy (2023-27). This policy aims to safeguard and advance the rights of women and girls.

The policy recognizes that true gender equality is not solely achieved through equal treatment, but through an examination of power dynamics in gender relations and differences, and by implementing appropriate measures to ensure equal opportunities. Additionally, the policy identifies specific financial and technical resources that need to be allocated and managed with transparency and accountability to promote equal opportunities for women and men throughout the Autonomous Region of Bougainville (AROB).

1.2. AUDIENCE

The Gender Equality, Women's Empowerment, Peace, and Security Policy (2023-27) serves as a comprehensive guide for the Autonomous Bougainville Government (ABG), including the Bougainville House of Representatives, Ministers, and all Departments. Furthermore, it aims to provide direction for the Bougainville Women's Federation (the peak body for women in Bougainville operating under its own legislation), civil society organizations, the private sector, and development partners. By outlining the priorities of the ABG and the people of Bougainville in regards to gender equality and women's empowerment (GEWE), the policy intends to inform the actions of these diverse stakeholders.

1.3. POLICY DEVELOPMENT PROCESS

The Gender Equality and Women's Empowerment (GEWE) Policy for Bougainville was first developed and endorsed in 2013. While progress was made during its implementation, much work remained unfinished when the policy term expired in 2017. The GEWE Policy was subsequently updated in 2016, with a focus on establishing the Office for Gender Equality and prioritizing gender mainstreaming across the ABG. However, when this policy expired in 2020, much work still needed to be done, particularly in the area of setting up the Office for Gender Equality.

The ABG Department of Community Development (DCD) conducted a review of the 2018 GEWE Policy at a workshop held in Kuri Village in October 2021. The workshop confirmed concerns about the lack of implementation of previous GEWE policies and a lack of political will to adequately resource GEWE actions. Participants at the workshop agreed that consultations with experts and key stakeholders were necessary to integrate reflections on what had worked previously, what had not worked, and what still needed to be done.

DCD requested support from UN Women to fund a consultative process across the three regions of Bougainville, involving district leaders, community governments and ward leaders, as well as representatives from NGOs and CSOs. With support from UN Women, DCD and the Bougainville Women's Federation (BWF) led consultations in all 13 districts across the North, Central and Southern regions. The consultations brought together representatives from government and civil society to review the previous policy and propose priorities for an updated framework for gender equality, women's empowerment, security, and peacebuilding.

Regional consultations were held between February and May 2022, with a minimum target of 25 representatives from District Administrations, Community Governments, and Wards participating in each meeting. The collation of information collected during those consultations was then undertaken

by DCD and BWF between May and July 2022. The consultations confirmed that there was limited knowledge of the substance of the 2018 GEWE Policy among most stakeholders, which limited ownership over the Policy by the wider Bougainville communities. During the consultations in the districts of Buin, Siwai, and Wakunai, community leaders expressed a strong desire to increase awareness, training, and implementation of the GEWE Policy, including through distribution via BWF's networks.

Based on the consultation inputs, the DCD team worked with UN Women to begin drafting the revised Policy in August 2022. A draft was produced and circulated to the DCD team and BWF for comments. Gender Focal Points were also invited to a meeting in November 2022, to discuss the draft Policy and provide their feedback; representatives from four ABG Departments also participated. UN Women also shared the draft with the UN Technical Working Group to tap expertise on a range of sectoral issues, and the feedback received was incorporated into the revised policy.

2. EXISTING LEGAL AND POLICY FRAMEWORKS

2.1. BOUGAINVILLE CONSTITUTION, LAWS AND POLICY FRAMEWORKS

The Constitution provides the overall legal framework for this Gender Policy. The Constitution specifically recognizes the role of Bougainville women in society. It requires that there be three reserved seats for women in the Bougainville House of Representatives (BHOR) out of the total 39 elected members (and 41 members in total). Article 19 of the Constitution calls for "fair representation of women and marginalized groups on all constitutional and other bodies," with Article 20 encouraging "customary practices of provision of care for widows, children, orphans, the aged, and the disabled." Article 28 of the Constitution requires the ABG to recognize the "role and welfare of women in traditional and modern Bougainville society, which shall be developed to take account of changing circumstances" and to ensure women meaningfully lead and participate in development processes as both agents and beneficiaries of development to improve their living standards in society and that of their families.


The Constitution guarantees the rights of women and other vulnerable groups in society. In line with this, this Policy shall address the following priority issues: gender-based violence, gender inequality in access to justice, socio-economic discrimination against women, and limited awareness of human rights among women and men. This policy also draws its legal foundation from other relevant sections of the Constitution, such as (section 24) Development, (section 29) Children and Youth, (section 30) persons living with disability, (section 32) Education, (section 33) Health, (section 34) HIV and AIDS, and (section 35) partnership with Churches and local Non-Government Organizations (NGOs).

In addition to the Bougainville Constitution, there are a range of laws that also guide GEWE efforts. In the context of inclusive governance, the Community Government Act 2016 includes provisions requiring every Community Government to appoint a woman as chairperson or deputy chairperson. In the context of inclusive representation, the Bougainville Women's Federation Act 2021 establishes the Bougainville Women's Federation (BWF) as the primary advocacy and representative organization for women across the region. One of the most critical issues facing Bougainville women is safety and security. In that context, the Criminal Code Act 1974, including amendments, contains the key provisions that criminalize violence, including family violence and sorcery accusation-related violence. The Family Protection Act 2013 sets up the framework for GBV survivors to access Protection Orders from the courts. The Lukautim Pikinini Act 2015 sets out the framework for child protection, including for young women and girls.

There are also a number of key policies that are of relevance to efforts to promote gender equality and women's empowerment. This discussion does not seek to be exhaustive of every single policy of relevance to women but rather aims to highlight those that are of most importance. In that context, overarching all of the ABG's efforts to address gender equality is the Bougainville Strategic Development Plan 2016-2022, which guides the work of all Departments of the ABG. The BSDP recognizes the importance of gender equality (see Figure 1 below). Importantly, at the time of writing this Policy, the BSDP is currently being reviewed and revised; a new BSDP-2 will be launched in the coming months. Efforts have been made to align this Policy with the new BSDP-2, but without a complete copy of the draft available, there is still a need to eventually ensure that the BSDP-2 meaningfully reflects the gender commitments contained in this Policy.

Figure 1: BDSP-1 Pillar 1: Social Development – Output 5: Women and Children

5. WOMEN & CHILDREN

HIGH LEVEL OUTCOMES 2022	KEY OUTPUTS/ACTIVITIES - SUMMARY
<p>Increased safety and protection for women and children from violence</p> <p>Increased participation by women in government</p> <p>New women leaders emerging</p> 	<ul style="list-style-type: none"> > Drawdown Lukautim Pikinini Act 2014 powers > Establish and maintain an effective civil registry > Strengthen child protection systems > Strengthen Family and Sexual Action Committee activities > Strengthen laws that protect women and children from trauma > Establish a Child and Family Council with stakeholders > Implement, promote and advocate improved gender, equity and social inclusion > Women's advocacy through support to BWF and women's community groups > Develop and support women leaders > Address pornography

2.2. REGIONAL GENDER FRAMEWORKS

Pacific Leaders first explicitly captured their commitment to gender equality in the 2012 Pacific Leaders Gender Equality Declaration (PLGED).¹ The Declaration committed Pacific Island countries (PICs) “to lift the status of women in the Pacific and empower them to be active participants in economic, political and social life”. It also committed PICs to implement other significant global and regional commitments, including the gender equality actions of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Revised Pacific Platform for Action on Advancement of Women and Gender Equality; the Pacific Plan; the 42nd Pacific Island Forum commitment to increase the representation of women in legislatures and decision making; and the 40th Pacific Island Forum commitment to eradicate sexual and gender based violence. In 2015, Pacific Forum Leaders committed to the implementation of the 2030 Agenda and Sustainable Development Goals (SDGs), which includes Gender Equality (SDG #5).

The Pacific Platform for Action on Gender Equality and Women’s Human Rights 2018-2030 (PPA) was subsequently endorsed by the Pacific Ministers for Women in 2017. It provides a roadmap for achieving gender equality and enhancing the well-being of all women and girls in all their diversity. This includes young women, older women, rural women, women with disabilities, women with diverse sexual orientations and gender identities, and indigenous women. The PPA is meant to support the implementation of commitments made in all global, regional and national instruments, and more specifically through the PLGED and Sustainable Development Goal 5 – Achieve gender equality and empower all women and girls. It will serve as a tool for accelerating the implementation of the PLGED.

In 2021, an independent review of the PLGED² was undertaken to improve the effectiveness and relevance of the Declaration for Members to progress gender equality in our Blue Pacific Continent. The review outcomes are intended to support the Pacific region to take stronger action and accelerate efforts to address gender inequalities. Also in 2021, the Pacific Islands Forum Women Leaders Meeting (PIFWLM) was endorsed by Forum Leaders as a standing Forum meeting. The inaugural meeting was convened virtually on 9 June 2022 and recognized that the PIF

Women Leaders Meeting will operate as the high-level regional accountability mechanism for gender equality and inclusion for the Blue Pacific Continent.³ Bougainville is currently represented at such meetings through the representatives for PNG.

2.3. INTERNATIONAL GENDER AGREEMENTS & FRAMEWORKS

The policy complies with regional and global obligations on gender equality and women's empowerment to which Papua New Guinea is a signatory. At the global level, the instruments include the 1979 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the 1993 United Nations Declaration on Violence Against Women, the 1990 Convention on the Rights of the Child, the 2000 United Nations Security Council Resolution on Women, Peace and Security (UNSCR1325) and the nine subsequent resolutions elaborating on this Resolution, and the Commonwealth Plan of Action on Gender and Equality 2005 - 2015.

This policy is also guided by the 2030 Agenda for Sustainable Development adopted by world leaders in September 2015 at a historic UN Summit. The Sustainable Development Goals (SDGs) build on the success of the Millennium Development Goals and aim to go further to end all poverty. In particular, this policy upholds SDG 5: Achieve gender equality and empower all women and girls. Realizing gender equality and the empowerment of women and girls will make a crucial contribution to the progress of the SDGs. SDG 5 recognizes that the achievement of full human potential and sustainable development is not possible if one half of humanity is denied their full human rights and opportunities. Women and girls must enjoy equal access to quality education, economic resources, and political participation, as well as equal opportunities with men and boys for employment, leadership, and decision-making at all levels.

1 <https://www.forumsec.org/2012/08/30/plged/>

2 <https://www.forumsec.org/2022/06/15/report-review-of-the-2012-pacific-leaders-gender-equality-declaration-plged/>

3 <https://www.forumsec.org/2022/06/16/report-outcomes-report-of-the-inaugural-pacific-forum-women-leaders-9th-june-2022/>.

GOAL 5. ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

TARGET 5-1



END DISCRIMINATION
AGAINST WOMEN AND
GIRLS

TARGET 5-2



END ALL VIOLENCE
AGAINST AND
EXPLOITATION OF
WOMEN AND GIRLS

TARGET 5-3



ELIMINATE FORCED
MARRIAGES AND
GENITAL MUTILATION

TARGET 5-4



VALUE UNPAID CARE
AND PROMOTE SHARED
DOMESTIC
RESPONSIBILITIES

TARGET 5-5



ENSURE FULL
PARTICIPATION IN
LEADERSHIP AND
DECISION-MAKING

TARGET 5-6



UNIVERSAL ACCESS TO
REPRODUCTIVE
HEALTH AND RIGHTS

TARGET 5-A



EQUAL RIGHTS TO
ECONOMIC RESOURCES,
PROPERTY OWNERSHIP
AND FINANCIAL
SERVICES

TARGET 5-B



PROMOTE
EMPOWERMENT OF
WOMEN THROUGH
TECHNOLOGY

TARGET 5-C



ADOPT AND
STRENGTHEN POLICIES
AND ENFORCEABLE
LEGISLATION FOR
GENDER EQUALITY

3. OVERARCHING POLICY AIMS

This policy aligns with regional and international obligations on gender equality and women's empowerment by aiming to establish a systematic and effective approach to addressing gender inequalities across all levels of government. Additionally, it provides guidance for the integration of gender equality into Bougainville's sectoral policies and programs, ensuring that development programs equally benefit women, men, girls, and boys.

3.1. VISION

The Vision of this Policy is "to build a society in which women and men are able to realise their full potential and to participate as equal partners in creating a just, peaceful and prosperous society for all". This vision of equity draws from the Constitution, which calls for "a fair representation of women and marginalized groups on all constitutional and other bodies" and encourages "customary practices on provision of care for widows, children, orphans, the aged and the disabled". Article 28 of the Constitution gives recognition and encouragement to the "role and welfare of women in traditional and modern Bougainville society which shall be developed to take account of changing circumstances".

3.2. MISSION STATEMENT

The mission is to achieve gender equality by providing a comprehensive and inclusive framework for the development of laws, policies, procedures, and practices that ensure equal rights and opportunities for women and men across all levels of government, workplaces, communities, and families.

3.3. OBJECTIVES

The policy aims to address gender inequalities at all levels of government and ensure that development programs benefit all genders equally. By achieving gender equality and empowering women and girls, Bougainville can make a significant contribution to the sustainable development goals, which recognize that everyone must have access to quality education, economic resources, and political participation regardless of gender. The three main goals of this Policy are to:

1. Achieve equality for women as participants, decision-makers and beneficiaries in the political, civil, social, economic and cultural spheres of life;
2. Transform all levels of government in Bougainville by mainstreaming and integrating issues of women's empowerment and gender equality;
3. Prioritise the needs and meaningful participation of women in the political transition and ongoing peace process.

3.4. GUIDING PRINCIPLES

Every person in Bougainville has a duty to support and work towards achieving gender equality. This policy is primarily directed at government departments and officials, while also encompassing a range of stakeholders, including civil society and community groups, the private sector, the media, and development partners. The ABG gender policy is rooted in the following guiding principles:

- > **Engage with women and girls in all their diversity:** This policy seeks to address inequality across all aspects of women's identity, recognizing that the empowerment of all women is fundamental to achieving gender equality. In practice, this means that women must be supported in all of their diversity, not as one unified group, but as young women, women living with disabilities, widows, married or unmarried women, women with or without children, rural women, poor women, illiterate women, women with diverse sexual

orientation and gender identities, women with different educational background and women with different levels of access to resources. While this list is not exhaustive, it highlights the importance of understanding the diversity among women and girls that impacts their access to opportunities and lived experience.

- > **Leave no-one behind:** In line with Agenda 2030 and the Sustainable Development Goals, it is critical that Bougainville's development, including in relation to equality of men and women, leaves no one behind. In practice, this entails reaching people living in extreme poverty, but it also requires combating discrimination and rising inequalities within Bougainville, including tackling root causes. Persistent forms of discrimination, including gender discrimination, contribute to the marginalization and exclusion of individuals, families, and whole communities. This policy seeks to address the barriers women face in accessing services, resources, and equal opportunities that result from discriminatory laws, policies, and social practices.
- > **Progress gender equality as a pathway to sustainable development and peace:** The ABG is committed to achieving sustainable development, as indicated by the Government's commitment to the SDGs and the Bougainville Strategic Development Plan 2 (currently being finalized). The ABG recognizes that achieving gender equality is fundamental to achieving sustainable development and a peaceful society. Without women being equally and actively engaged in all aspects of Bougainville government, society and the economy, Bougainville's development will never succeed. Women must also be engaged in all aspects of the post-referendum processes that are currently underway.
- > **Promote gender equality through formal and informal structures:** The formal governance structures of the ABG, from the BHOR to ABG Departments, to Community Governments to Ward level officials, provide the framework for linking the high-level vision of the government to the aspirations of the people and to the traditional governance structures to which they are still connected. Traditional governance at the family and clan levels is used daily and has been the key to maintaining social cohesion within communities in times of crises and disasters. Both traditional and formal governance stakeholders will play complementary roles during the implementation of this Policy.
- > **Implement evidence-based approaches:** This policy is founded on factual data and information and is not based on assumptions. Community governments, Ward Development Committees, and communities themselves are crucial sources of data and information. They will remain critical partners during the implementation phase of this Policy to guarantee that the execution of the policy is guided by up-to-date information that can inform activity design and ensure that work is focused on areas, communities, and groups with the greatest need.
- > **Prioritise mainstreaming and coordination to achieve results:** This policy acknowledges that no single agency or group can be solely responsible for driving the significant change required to address gender equality. Therefore, this policy places emphasis on the critical importance of integrating gender equality issues throughout all government sectors. Each department and official holds the responsibility of promoting gender equality and women's empowerment. In order to achieve this, all stakeholders should be aware of opportunities for gender mainstreaming, maximizing impact while working with limited resources.

4. POLICY DIRECTIVES & STRATEGIES: STRENGTHENING GENDER EQUALITY INSTITUTIONS & MECHANISMS

This Gender Equality, Women's Empowerment, Peace and Security (GEWEPS) Policy emphasizes the significance of coordination and collaboration. Nevertheless, it is evident that some core organizations within the ABG bear crucial responsibilities for driving and overseeing the continuous implementation of this Policy and advancing GEWEPS across the region at all levels. This section outlines the specific obligations of these entities, including the Office for Gender Equality, which will assume the role of the current Gender Unit in the Department for Community Development, Gender Focal Points (GFPs) and their senior Department Heads, the Bougainville Women's Federation, the Bougainville House of Representatives, and Bougainville's Community Governments.



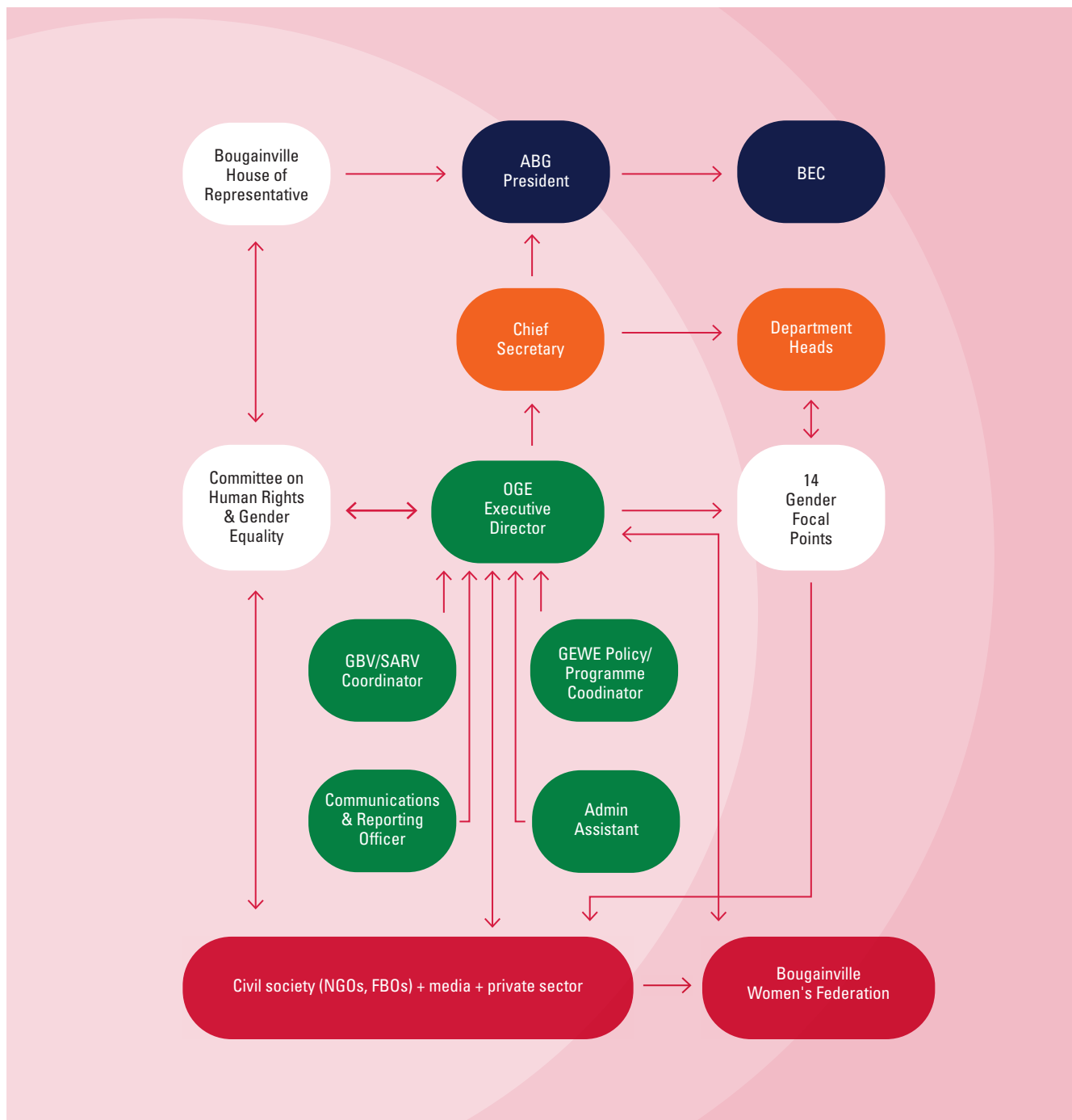
POLICY DIRECTIVE 1: OFFICE OF GENDER EQUALITY ESTABLISHED, FUNDED, STAFFED AND COORDINATING IMPLEMENTATION AND PROMOTION OF GEWEPS ACROSS BOUGAINVILLE

The transition from gender inequality to gender equality demands a transformation of both government and civil society. The Beijing Platform for Action urges all governments to establish a national entity for women's advancement at the highest levels of government, with a clear mandate and authority. This entity should be provided with sufficient resources, and its capacity and competence should be ensured to affect policy, and to review and assess government policies and programs.

Currently, the ABG Department of Community Development has the promotion of gender equality and women's empowerment as part of its core mandate. To date, however, while DCD has had a small cohort of staff responsible for gender programming, the unit has had limited expertise and funding available to effectively drive the GEWEPS agenda across Bougainville. Civil society organizations (CSOs), particularly the Bougainville Women's Federation, and faith-based organizations (FBOs) have played a significant role in designing and delivering activities to address gender inequality and provide frontline service delivery to women. DCD values the expertise and commitment of these organizations and is dedicated to collaborating with them to continue implementing this policy.

In order to enhance the ABG's capacity to promote gender equality, this policy emphasizes the importance of establishing the Office for Gender Equality (OGE) that will be situated under and report to the Chief Secretary of Bougainville. The OGE was initially proposed in the 2013 ABG GEWE Policy and was reiterated in the 2016 ABG GEWEPS Policy. Figure 2 includes the organogram for the OGE. A Bougainville Executive Committee Submission was approved in 2013 (refer to Annex 1), and another was endorsed in support of the next Policy in 2016, which also supported the establishment of the OGE. However, no additional funding or human resources have since been committed to hire the personnel required to set up the OGE. In the interim, the responsibility for advancing GEWEPS has primarily remained with DCD.

Figure 2: Office of Gender Equality position within ABG



In order to ensure effective implementation of this Policy, it is crucial to immediately establish the OGE under the Office of the President, with reporting to the Chief Secretary. The OGE must be fully staffed by professional and qualified personnel with the capacity to provide technical advice on gender equality, women's empowerment, and gender mainstreaming to Ministers, officials, and other relevant stakeholders. To support the achievement of gender equality in Bougainville, the OGE will lead and perform the following functions:

- > **Coordinate policy implementation:** The OGE will coordinate the implementation of this Policy across Government Departments, including by liaising with Gender Focal Points. The OGE will liaise with, consult and coordinate across all Government Departments to improve the 'whole-of-government' response towards GEWEPS. The OGE will also promote the Policy to the private sector, development partners and directly to communities and the public.
- > **Provide high quality technical advice:** The OGE will provide clear, accurate, well-researched, and authoritative advice to the Office of the President, and upon request to other Ministers, the Vice President, President, and Parliament, on the GEWEPS implications of law reforms, policy decisions, and budget allocations. The OGE will directly engage with the House of Representatives, providing advice and support on addressing gender equality in legislative reforms. The OGE will also provide technical advice to Departments, as requested by Department heads or Gender Focal Points.
- > **Capacity development to enable gender mainstreaming:** Training on how to mainstream GEWEPS principles into Government policies, programmes, and budgets is essential to advancing GEWEPS in practice, as it is the responsibility of all officials to promote GEWEPS through their own actions. Training is a transformative process that aims to provide knowledge, techniques, and tools to develop skills and changes in attitudes and behaviours. The OGE will be responsible for working with Gender Focal Points, NGOs, and development partners to facilitate training for officials, as well as for NGOs, as appropriate. It is not expected that the OGE will run every training themselves, but they will work to coordinate such training to minimize duplication and maximize impact.
- > **Budget analysis and advice:** The OGE will prepare a gender budget statement focusing on the socio-economic situation of both men and women as an analytical tool for assessing implementation of this policy. To facilitate this, the OGE will work closely with the Finance Department to inform their own budget development activities and to progress gender responsive budgeting.
- > **Research, monitoring and evaluation:** The OGE will commission research on specific GEWEPS topics to support gender-responsive ABG policy and legislation. The OGE will also undertake evaluations and audit the Government's budgets and programmes to assess their impact on women and girls. The OGE will establish an information database to contribute to policy development and oversight processes.
- > **Outreach, Liaison and Strengthening Partnerships:** The OGE will establish and maintain partnerships with the Bougainville Women's Federation (BWF), NGOs, faith-based organizations, government departments, and professional groups to support the implementation of this Policy. The OGE will facilitate BWF's input into government decision-making and enhance the partnership between the ABG and BWF. The OGE will also organize regular consultation forums on priority issues to provide opportunities for women and girls to raise issues of concern directly with the government.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 1 – OFFICE OF GENDER EQUALITY* ESTABLISHED, FUNDED & STAFFED TO COORDINATE IMPLEMENTATION OF POLICY AND LEAD EFFORTS TO PROMOTE GEWEPS ACROSS BOUGAINVILLE	
<ul style="list-style-type: none"> > Baseline: Currently, two officers in the DCD have some responsibilities related to GEWEPS and GBV, and there is a very limited budget for any GEWEPS activities > Indicators: By 2024, the OGE will be fully established with a staff of five officers and an appropriate programming budget to implement this Policy > GEWEPS Policy inductions provided to Ministers, BHOR Members, BWF management and at least 60 regional stakeholders <p><i>*Note: The term OGE/DCD is used because, at the time of writing, the OGE had not been established. Once the OGE is set up, all of these activities will transfer to the OGE. Until the OGE is established, it will be the responsibility of the existing Gender Office within DCD to lead these activities</i></p>	
Strategy 1.1: ABG provides financial and political support for the effective establishment of the Office for Gender Equality and Women's Empowerment by 2024 under the Chief Secretary (Includes the salary costs for recruiting 5 OGE staff over the full five years)	1,685,000
Strategy 1.2: OGE undertakes awareness-raising on the revised Gender Policy	40,000
Strategy 1.3: OGE regularly coordinates with civil society	50,000
Strategy 1.4: OGE coordinates regularly with development partners	0
Strategy 1.5: OGE implements a systematic programme of GEWE training across the public service in partnership with Gender Focal Points	50,000
Strategy 1.6: OGE undertakes research and coordinates collection and sharing of gender-disaggregated data	15,000
SUB-TOTAL	1,890,000



POLICY DIRECTIVE 2: DEPARTMENTAL HEADS & GENDER FOCAL POINTS EFFECTIVELY MAINSTREAMING GEWEPS ACROSS ALL ABG DEPARTMENTS

One of the main aims of this Policy is to support gender mainstreaming across all ABG Departments and ensure that gender equality and women's empowerment are integrated into regional and local government plans, policies, and programs. Experience from other jurisdictions has shown that the responsibility for gender mainstreaming cannot solely belong to the women's machinery.⁴ It is critical that all government departments also demonstrate their commitment by allocating staff and resources to mainstreaming.

At the operational level, the main responsibility for ensuring the effective implementation of this GEWEPS Policy will rest with Departmental and Division Heads, who have the responsibility to show leadership and drive gender mainstreaming. Each Department Head should regularly meet with their Gender Focal Point to be updated on progress, discuss challenges or problems with implementation and identify solutions.

Under the 2016 Gender Policy, all Departments were required to assign a dedicated Gender Focal Point (GFPs), resulting in a total of 14 GFPs. These GFPs play a crucial role in ensuring that gender is mainstreamed throughout the administration and that the issue of gender is not regarded as the sole responsibility of the Department of Community Development. The functions of the GFPs are to:

4 <https://www.ilo.org/public/english/bureau/gender/newsite2002/about/defin.htm>

1. Drive implementation of the gender policy across their department;
2. Advise Senior Management to identify opportunities to improve the status of women and enhance gender equality within the Department's work, including through improved policies, programmes and budgeting for gender equality and by providing regular reporting to Senior Management on progress;
3. Support colleagues to apply gender specific mechanisms for gender mainstreaming, such as gender assessments, gender specific indicators, and gender budgeting;
4. Monitor and report to OGE/DCD on the progress of the Department's implementation of the Gender Policy and its own Annual Gender Action Plan.

GFPs currently have additional duties added to their main job descriptions and are appointed at different levels within the public service, resulting in varying levels of authority. In practice, GFPs struggle to balance their core duties with their additional GEWE responsibilities. Furthermore, the ABG has not yet implemented the National Gender Equality and Social Inclusion (GESI) Policy by appointing ABG GESI Officers. This presents an opportunity to address this gap by converting vacant GESI positions into full-time GFPs and immediately recruiting and training these officers.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 2 – DEPARTMENTAL HEADS & GENDER FOCAL POINTS EFFECTIVELY MAINSTREAM GEWEPS ACROSS ALL ABG DEPARTMENTS	
<ul style="list-style-type: none"> > Baseline: Part-time GFPs appointed in each Dept but not trained and not actively working on mainstreaming; Dept Heads engaging ad hoc with GEWEPS issues > Indicators: Departmental Heads are well-trained in promoting GEWEPS within their Departments <ul style="list-style-type: none"> > A Key Performance Indicator (KPI) related to promoting GEWEPS is included in the staff contracts of Departmental Heads. > 14 full-time Gender Focal Point positions are approved, recruited and trained to be champions of GEWEPS and gender mainstreaming > Bougainville Strategic Development Plan 2 includes a strong set of GEWEPS actions and indicators 	
Strategy 2.1: Department Heads committed to and capable of integrating GEWEPS issues across the budgets and activities within their portfolios.	25,000
Strategy 2.2: Full-time Gender Focal Points appointed across all Departments, with clear TORs that include promoting GEWEPS & supporting the implementation of this Policy	1,960,000
(Includes a proposal to recruit 14 full time GFPs costing 35,000 per year each)	25,000
Strategy 2.3: Gender Focal Points supported to integrate gender issues in collaborative efforts with other Department's employees	Staff time
SUB-TOTAL	2,010,000



POLICY DIRECTIVE 3: BOUGAINVILLE WOMEN'S FEDERATION OPERATES EFFECTIVELY AS THE REPRESENTATIVE ORGANISATION FOR BOUGAINVILLE WOMEN

It is a well-established fact that national machinery for gender equality alone cannot change public policy agendas for women without the participation of civil society organizations. Therefore, strong women's organizations play a critical role in ensuring an effective national women's machinery. One of the roles of the national women's machinery is to empower women's organizations by providing them with capacity-building, education and training, as well as information and resources.

The Bougainville Women's Federation (BWF) was officially established in September 2012 when its Constitution was approved and launched. In 2020, the Bougainville House of Representatives passed the Bougainville Women's Federation Act, which legally recognizes the role of the BWF in Bougainville. The BWF Act clarifies that BWF "does not represent and is not an agent or servant of the ABG." Instead, it is a membership organization that serves as "the peak non-government organization representing the interests of women and women's organizations in Bougainville." BWF's goal is to promote and coordinate women's groups, including District Women's Federations, and network with other Pacific women's organizations. The BWF Act states that its objectives are to:

1. Promote and coordinate women's groups and maintain the spirit of friendship, partnership with women and the community in peacebuilding, reconciliation and weapons disposal in Bougainville;
2. Ensure and endorse representation of women in politics and decision making;
3. Represent women and their concerns and advocate for their economic empowerment and development through projects that aim to reduce poverty in families in Bougainville;

4. Represent the women of Bougainville in, and network with, national, Pacific and international women's organisations and women's movements;
5. Protect Bougainville's environment, heritage and culture and promote women's participation and leadership in the proper management of natural resources as mothers of the land in a matrilineal society;
6. Source funding and management capacity for women's programs in Bougainville to ensure effective delivery with accountability for sustainable development; and
7. Strengthen and encourage marginalized persons or groups of persons in society by providing literacy, life enhancing skills, formal education opportunities and advocating for health services in Bougainville.

The Bougainville Women's Federation (BWF) has decentralized its regional offices across North, Central and South Bougainville. This move aims to ensure that program activities can more effectively engage with districts, community governments, wards, and communities. However, during consultations, it was indicated that the capacities of the BWF headquarters team and the District Women's Federations (DWFs) vary due to challenges accessing funding, training, and other capacity-building opportunities. These limitations affect the ability of BWF and the DWFs to effectively serve members by driving gender-sensitive people-centred development. Although the BWF has a strategic plan in place, a more detailed work plan and budget are still needed to guide the specific activities of the Federation. BWF has indicated its strong commitment to supporting the ABG in driving GEWEPS priorities across the region, but more funding and internal capacities are necessary to achieve this goal. It also wants to ensure that it is more active at the ward level, to ensure women are meaningfully engaged at the grassroots.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 3 – BOUGAINVILLE WOMEN'S FEDERATION OPERATES EFFECTIVELY AS THE REPRESENTATIVE ORGANISATION FOR BOUGAINVILLE WOMEN	
<ul style="list-style-type: none"> > Baseline: BWF has its own Act establishing it as an independent peak body for women, but capacity at BWF HQ and in DWF chapters is variable > Indicators: BWF Strategic Plan updated and endorsed by members by end-2023 <ul style="list-style-type: none"> > Annual Work Plan and budget of BWF endorsed each year, based on inputs from regional and district meetings. > At least 4 training sessions organized for members every year to enhance their abilities to better serve their women members. 	
Strategy 3.1: BWF will strengthen its internal operations, including the capacities of District Women's Federations to serve their members and drive advocacy and development (To achieve this goal, BWF will collaborate with DCD to prepare an annual budget proposal that supports their Multi-Year Workplan (updated as part of the Strategic Plan). The proposal will be submitted to ABG, and BWF will engage in advocacy with Ministers and MPs to secure the budget.)	650,000
Strategy 3.2: BWF will collaborate with District Women's Federations, churches, CSOs, and other partners to advocate for a range of issues critical to the women and girls of Bougainville, including gender-based violence and women's economic empowerment.	150,000
SUB-TOTAL	800,000



POLICY DIRECTIVE 4: MINISTERS & MEMBERS OF HOUSE OF REPRESENTATIVES SUPPORTED TO PROMOTE GEWEPS IN LAWS, POLICIES AND BUDGETS

The Bougainville House of Representatives (BHOR) is the one of the most critical decision-making forums in Bougainville. It is designed to represent all the people of Bougainville, but also has specific reserved seats for women which are intended to ensure a minimum number of women MPs are elected to the House at all times.⁵ Under this Policy Directive, it is envisaged that the BHOR Secretariat will work with the OGE to support Members to more effectively use their powers to drive GEWEPS.

All Members of the BHOR have a duty to promote gender equality and women's empowerment, not just the women Members who are elected. The BHOR is constitutionally mandated with four core roles: law-making, budget approval, government oversight, and representation of the people. In all of these roles, BHOR Members can use their powers to promote gender equality and women's empowerment, peace, and security.

Where law reform is necessary to promote women, such as introducing quotas for women in the public service or reforms that ensure equal access to land

and finance, Members can advocate for change and pass gender-responsive laws. They can also ensure that all laws passed are assessed for their impact on gender equality and are only enacted when they promote GEWEPS.

In their budget role, Members can ask questions about the budget proposed by the ABG when it is tabled in the house to ensure that the budget is used to actively support policies and programs that promote GEWEPS. In their oversight role, Committee members can review government actions, ask questions about whether and how the ABG is delivering on its commitments to women and girls, and ensure that these commitments are being met. The recently re-established Gender Equality and Human Rights Parliamentary Committee has a specific mandate to examine issues related to GEWEPS. This committee can be supported to use their powers actively, and civil society should participate in their inquiries and any public hearings.

In relation to representation, Members can talk with their constituents to identify GEWEPS challenges in their communities, bring that knowledge back to the House, and use it to inform other aspects of their work. By making governance more representative of the population and delivering on their mandates through inclusive engagement with constituents, Members can play an important role in strengthening peace and security at the community level.

⁵ At the time of writing there are five women MPs in Bougainville, 3 elected from reserved seats and two elected from open seats.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 4 – MINISTERS & MEMBERS OF HOUSE OF REPRESENTATIVES SUPPORTED TO PROMOTE GEWEPS IN LAWS, POLICIES AND BUDGETS	
<ul style="list-style-type: none"> > Baseline: BHOR re-established the Human Rights & Gender Equality Committee in 2022; one training on gender and human rights provided to all BHOR members in 2022 by UNDP > Indicators: Human Rights & Gender Equality Committee members knowledge of GEWEPS issues increased (refer to training evaluations) <ul style="list-style-type: none"> > Human Rights & Gender Equality Committee holds at least one public hearing every year on a GEWEPS topic and/or to review OGE Annual Report > BHOR Members receive at least 1 training per year on GEWEPS issues > BHOR Women's Caucus proactively advocates for more Government action on a range of GEWEPS issues 	
Strategy 4.1: All Members of BHOR are inducted and sensitised regularly on GEWEPS issues	200,000
Strategy 4.2: Human Rights and Gender Equality (HRGE) Committee capacitated to undertake effective oversight of GEWEPS issues across Government and the region	150,000
Strategy 4.3: Women Members of BHOR supported to strengthen their capacities and implement their priorities for GEWEPS	150,000
SUB-TOTAL	500,000



POLICY DIRECTIVE 5: COMMUNITY GOVERNMENTS HAVE THE KNOWLEDGE AND SKILLS TO PROMOTE AND IMPLEMENT GEWEPS

The establishment of Community Governments in Bougainville was intended to strengthen local-level representation for Bougainvilleans, in accordance with the Community Government Act. The Bougainville Community Government Act, which replaced the Council of Elders Act of 1996, has played an important role in promoting women's participation in local-level government (LLG) in Bougainville. The Act includes a provision in Division 3 (15,5), which states "If the Chair is a man, the Deputy Chair must be a woman and, if the Chair is a woman, the Deputy Chair must be a man." In addition, (15,6) states, "The gender of the member chosen as Chair following a periodic election must not be the same as the gender of the person who was Chair immediately before the periodic election." DCD spearheaded efforts requiring 50/50 representation of men and women in Community Government (CG) leadership positions across the region. The first elections were held in June 2017.

Following the first round of elections in 2017, 2 women leaders were elected as CG Chairs from amongst the 48 Community Governments in Bougainville. As a result, following the 2021 elections, 45 of 47 Community Government Chairs are now women. This is a direct impact of the temporary special measures contained within the Community Government Act and provides a critical opportunity for Community Governments to drive gender sensitive planning, budgeting and activities at the local level. At the time of writing, the Department of Community Government was working closely with development partners to deliver gender-sensitive training to the newly elected female and male Community Government representatives ensuring they are aware of how to perform their roles effectively and support GEWEPS at the local level.

With the substantial increase in women's representation at the Community Government level, there has also been an increase in capacity development and training offered to that tier of Government over recent years. During consultations, stakeholders indicated such capacity development is welcome, to ensure that Community Government officials – whether female or male – are gender

sensitised and understanding how to ensure that planning and budgeting processes mainstream gender. There was a recognition that the Departments of Community Development and Community Government should collaborate more systematically to ensure that their trainings reinforced each other

and all training delivered by Government was gender-sensitive. Stakeholders also encouraged development partners to ensure any training offered to (women) officials at this sub-national level must reach all 47 Community Governments as well as Ward levels, and should encourage officials to be open, transparent and accountable to each other.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 5 – COMMUNITY GOVERNMENTS HAVE THE KNOWLEDGE, SKILLS AND COMMITMENT TO PROMOTE AND IMPLEMENT GEWEPS	
<ul style="list-style-type: none"> > Baseline: CGs have 45 of 47 women as Chairpersons but capacities are limited; integration of GEWEPS into CG development plans is variable; involvement of women in planning and implementation of CG activities is variable > Indicators: Strengthened capacities of Chairs and Deputy Chairs to promote GEWEPS at the community level <ul style="list-style-type: none"> > Mainstreaming of GEWEPS into the planning, budgeting, implementation, and monitoring of CG activities > Improved commitment to GEWEPS principles at the local level through social norm change activities > Development and endorsement of a Specific Project Proposal and budget to implement gender-sensitive WASH activities 	
Strategy 5.1: Continue to develop the capacities of Community Government Chairpersons and Deputy Chairpersons	300,000
Strategy 5.2: Work with Community Governments to design and roll out specific GEWEPS awareness-raising and social norm change activities	270,000
Strategy 5.3: Support Community Governments to identify & roll out gender-sensitive Water, Sanitation, Health and Hygiene (WASH) Projects which reach women across the region	20,000
SUB-TOTAL	590,000

5. POLICY DIRECTIVES & STRATEGIES: STRENGTHENING SECTORAL APPROACHES



POLICY DIRECTIVE 6: WOMEN'S LEADERSHIP STRENGTHENED AT ALL LEVELS OF DECISION-MAKING

The Constitution of Bougainville recognizes the importance of fair representation of women and other marginalized groups in its Objectives and Directive Principles. In recognition of the importance of women in decision-making, the Constitution required the creation of three reserved seats for female members in the House of Representatives. While this was an important minimum, unfortunately, since the first election to the BHOR in 2005, there have only been three women elected to the BHOR from open electorates. After four electoral cycles, it is clear that more education is required to build the community's understanding of the value of women as elected representatives. In addition to the reserved seats in the House of Representatives, amendments to the Community Government Act in 2016 introduced another form of quota that requires a woman to be elected as either Chair or Deputy Chair in every Community Government in Bougainville.

While the ABG recognizes traditional leadership structures, the historical authority of female chiefs in matrilineal communities has been diluted in recent times. Additionally, presently, there are only four women out of a total of 16 at senior level within the ABG Administration. In 2017, the International Women's Development Agency undertook a study on "Women in the Public Service in Bougainville: Experiences and Perspectives,"⁶ which analyzed the reasons for women's poor representation and made recommendations for action that have informed this policy.

The ABG is committed to addressing these concerns by strengthening and increasing women's representation and their impact at all levels of decision-making within political, economic, and social processes. This policy advocates strongly for the formulation of strategies to address inequalities in women's representation at all levels. These should be accompanied by the continued implementation of capacity-building programs for women leaders and women's inclusion in all decision-making bodies in the public and private sectors, as well as an increase in the proportion of women voting and in women's education on democracy and ABG voting systems in general.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 6 – WOMEN'S LEADERSHIP STRENGTHENED AT ALL LEVELS OF DECISION-MAKING	
<ul style="list-style-type: none"> > Baseline: 5 women MPs elected in BHOR; 45 of 47 Community Govt Chairs are women; 4 of 14 Department Secretaries are women; less representation of women on boards and in private sector > Indicators: Increase in the number of women, including young women, who run for BHOR Open Seats and Community Government elections, and are successful <ul style="list-style-type: none"> > Increase in the number of women promoted to senior management levels within the ABG public service 	
Strategy 6.1: Strengthen women's engagement in political processes and institutions (Includes a proposal to recruit a dedicated Gender Officer into the Office of the Bougainville Election Commissioner costing K180,000 over 5 years)	330,000
Strategy 6.2: Women and girls are empowered through voter education and leadership trainings across the three regions of Bougainville	100,000
Strategy 6.3: More professional women equipped and encouraged to apply for the senior management positions within the ABG Administration	215,000
SUB-TOTAL	645,000



POLICY DIRECTIVE 7: WOMEN, PEACE AND SECURITY AGENDA IS STRENGTHENED

Within Bougainvillean society, women are heralded as strong leaders and peacemakers who made significant contributions to bringing an end to the Bougainville Crisis, bringing about lasting peace. The ABG is committed to ensuring that this legacy of women's strength and leadership in peacebuilding continues to be respected, supported and strengthened for the benefit of all Bougainvilleans. This Policy recognises that peace and security are regarded as interlinked and cannot be separated as they both affect family responsibility, privacy, economic security, freedom of movement and expression, and freedom from financial hardship, as well as food security, healthcare and development. While women were involved in the peace dialogues and negotiations following the Bougainville Conflict, their numbers remained a small minority in absolute terms, despite being larger than in many other conflicts. This policy advocates for recognition, strengthening, and support for women in peacebuilding and decision-making at all levels.

Prevention of future conflict in Bougainville relies on strengthening community, traditional and local authorities, including traditional matrilineal systems, and state institutions, ensuring that these systems work cooperatively to allow the benefits of development to reach all members of society,

including men and boys, women, and girls. The securing of peace is also supported by strengthening relationships across boundaries, clans, and language groups, including through marriage. Although the respect for matrilineal systems remains, there has been a loss of matrilineal authority within Bougainville, with women not being consulted as widely in public decision-making, and widows being particularly vulnerable.

Recognizing the key role of women in peacebuilding, the ABG included Women's Peace and Security as a core part of the first GEWEPS Policy launched in 2013. The policy annexed a draft ABG Women, Peace and Security Action Plan, which has informed this policy. Under the original Policy, the ABG established a Women, Peace, and Security Technical Working Group (WPS TWG), intended to operate as the key oversight mechanism on women's involvement and the inclusion of gender equality in all peace processes. The Working Group aims to support the ABG to implement UN Security Council Resolution (UNSCR) 1325 on Women, Peace, and Security. The WPS TWG's key functions include monitoring and evaluation, advocacy and awareness-raising, information, communication, and reporting, as well as partnerships and networking. The WPS TWG is composed of representatives from relevant government agencies, women-led civil society organizations, and development partners in AROB. The WPS TWG is co-chaired by the Department of Community Development and the Bougainville Women's Federation. UN Women provided support

to the establishment of the WPS TWG and has historically served as the Secretariat to the WPS TWG.

However, this role has been gradually transitioned to the chairs of the WPS TWG, with UN Women continuing to provide technical support.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 7 – WOMEN, PEACE AND SECURITY AGENDA IS STRENGTHENED	
<ul style="list-style-type: none"> > Baseline: WPS Technical Working Group (TWG) exists but not meeting consistently, has no budget; No WPS NAP exists in PNG; inclusion of women in the post-referendum processes is ad hoc > Indicators: The WPS TWG is well-capacitated and meets regularly, producing clear action points for follow-up and implementation <ul style="list-style-type: none"> > Women are actively involved in post-referendum transition processes > Communities and leaders (official and non-govt) more aware of the value of including women in conflict prevention and mitigation processes 	
Strategy 7.1: WPS Technical Working Group effectively provides strategic guidance on WPS issues to Government and other partners	75,000
Strategy 7.2: Department of Bougainville Independence Mission Implementation (BIMI) will ensure women's active involvement in all Bougainville post-referendum processes	200,000
Strategy 7.3: Conduct inclusive awareness raising and advocacy on WPS across Bougainville	100,000
Strategy 7.4: Strengthen the of BHOR Members, Community Government, traditional leaders and male and female clan leaders in supporting gender-sensitive conflict prevention and mitigation	120,000
SUB-TOTAL	495,000



POLICY DIRECTIVE 8: RESPONSES TO GENDER-BASED VIOLENCE (GBV) AND SORCERY ACCUSATION RELATED VIOLENCE (SARV) STRENGTHENED ACROSS BOUGAINVILLE

Gender-based violence is a critical challenge across PNG and Bougainville. There are several laws in PNG that have been enacted to address GBV, including the Criminal Code Act, the Sorcery (Repeal) Act 2013, the Family Protection Act 2013, the Lukautim Pikinini Act 2015 and the recent 2022 amendments to the Criminal Code Act to criminalise the activities of glassmen/meri. Despite the existence of these laws, women and children remain unprotected, with very high rates of GBV.⁷ Bougainville is also suffering from a rising rate of sorcery accusation-related violence (SARV),⁸ despite the fact that such acts are illegal.

To guide the response to GBV across the country, the PNG Government launched the National GBV Strategy 2016-2025. The PNG Government also developed a SARV National Action Plan (NAP) which was endorsed in 2015 and received limited funding for a couple of years. Unfortunately, implementation of the National GBV Strategy and SARV NAP both stalled until 2021, when the PNG Special Parliamentary Committee on GBV was established and shone a light on the PNG Government's lack of action to-date to address both issues. Subsequently, the PNG Government endorsed the first major budget to address GBV, allocating PGK 7.93 million in the 2022 National Budget, including PGK 800,000 to address SARV. This money is to be distributed by the Department of Community Development and Religion, in partnership with provincial governments, the ABG and the National Capital District. It is anticipated that the strategic priorities identified below will be implemented with funding from the ABG, but also with technical support and some funding from the PNG Government budget, including from DFCDR, RPNGC and NDOH.

7 <https://iwda.org.au/women-and-men-of-bougainville-working-together-to-address-gender-based-violence/>; and <https://devpolicy.org/alcohol-gender-violence-bougainville-20160712/>

8 <https://researchprofiles.anu.edu.au/en/publications/report-on-sorcery-accusation-related-violence-in-bougainville-for>; and https://www.researchgate.net/publication/332749668_Ten_Preliminary_Findings_Concerning_Sorcery_Accusation-Related_Violence_in_Papua_New_Guinea.

To help guide work to address GBV at the sub-national level, the National GBV Strategy called for the establishment of Provincial GBV Secretariats and the development of Provincial GBV Strategies.⁹ To ensure efficiencies and avoid duplication of actions, this Policy integrates actions to address GBV and SARV, two critical issues that fundamentally impact women's empowerment in ARoB. Instead of producing a separate localized GBV and SARV Strategy, this section provides strategic guidance on how the ABG will address GBV over the next 5 years.

Some existing services and programs are operating in Bougainville to address GBV and SARV, but these are insufficient, and the response requires considerably more funding. Bougainville has a Family and Sexual Violence Action Committee (FSVAC), but it does not yet have a dedicated GBV focal point within the government who can coordinate efforts and advocate within the system for more funding and support. GBV and SARV survivors across Bougainville still report that they cannot access proper crisis response services when they are in need and face an ongoing lack of access to justice. The Nazareth Centre for Rehabilitation currently operates four Safe Houses across all regions of Bougainville. The establishment of the Safe Houses was co-funded by the Australian Government and the Congregation of Sisters of Nazareth. The Nazareth Rehabilitation Centre also provides counseling and rehabilitation services for men. The Haku Women's Collective also runs a safe house in the northernmost part of Bougainville. In addition, there is a Family Support Centre based in Buka that provides a range of health services to GBV survivors, but more health services (including psycho-social counseling) are needed. In many locations, GBV survivors must attend their local health service, which often does not have staff properly trained in handling GBV cases.

In terms of access to justice, resources are also limited. There is a Family and Sexual Violence Unit (FSVU) staffed by officers of the Royal PNG Constabulary located in Buka. The FSVU is understaffed and under-resourced, significantly limiting its ability to respond to the scale of GBV and SARV across Bougainville. Anecdotal reports also indicate that there needs to be improvement in the standard and quality of police work in relation to GBV and SARV cases, including how to handle vulnerable victims/complainants when they try to report offenses. The police are responsible for handling committal processes but often lack the proper capacities. Police prosecutors who deal with GBV cases in the lower courts need capacity building to help minimize the number of cases that are struck out or dismissed at the committal stage. The National Office of the Public Prosecutor (OPP) is responsible for prosecuting GBV cases, with their Prosecution Office - Bougainville Branch also located in Buka. They usually have a single out-posted prosecutor based in the Buka Prosecution Office, but the position has been vacant due to a resignation and then a death, which means that circuit prosecutors have been flying from Port Moresby to National Court locations in ARoB (Buka, Buin, and Arawa) to deal with all criminal cases including the GBV and SARV ones. Victim and witness support services are important in GBV and SARV cases but still lacking. Where a victim or witness is unsure of the court processes or is having difficulties in communicating with the prosecutor or court services, they need to be supported through the process. Ensuring successful GBV and SARV convictions in Bougainville requires a great investment of resources and more effective and efficient collaboration between the Police, OPP, Correction Services, and other agencies providing crisis support services, such as the Health Department, DCD, and non-government service providers. The OGE and FSVAC can play important coordinating roles in this regard but need to be better resourced.

9 It has now been accepted that such strategies should also address SARV issues.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 8 – RESPONSES TO GENDER-BASED VIOLENCE (GBV) AND SORCERY ACCUSATION RELATED VIOLENCE (SARV) STRENGTHENED ACROSS BOUGAINVILLE	
<ul style="list-style-type: none"> > Baseline: Data on GBV and SARV cases for Bougainville is not collected systematically but it is clear from national survey that rates are high; GBV Focal Point exists within DCD but has no resources; FSVAC exists but meets irregularly; crisis responses services are not sufficient; access to justice is limited due to weak policing > Indicators: Establish OGE with a new full-time GBV/SARV Coordinator responsible for the following: <ul style="list-style-type: none"> > Systematic GBV data collection processes in place and working effectively > Standard Operating Procedures for referrals developed and service providers follow them > Improved health services (including counselling) available to GBV and SARV survivors > Improved justice outcomes for GBV and SARV survivors > Community perceptions of GBV and SARV increasingly support “zero-tolerance” for violence 	
Strategy 8.1: GBV/SARV Coordinator within OGE operates as GBV Secretariat to coordinate work on GBV and SARV	50,000
Strategy 8.2: GBV and SARV data collection processes strengthened to enable evidence-based policy and programme responses	80,000
Strategy 8.3: GBV and SARV referral pathways clarified and strengthened	120,000
Strategy 8.4: GBV and SARV crisis response, recovery and rehabilitation services strengthened to ensure that survivors can access timely, safe support	750,000
Strategy 8.5: GBV and SARV justice services strengthened to ensure that survivors can access timely, safe support	410,000
Strategy 8.6: GBV prevention activities implemented across the region	135,000
Strategy 8.7: Specific activities to address SARV implemented across the region	100,000
Strategy 8.8: GBV and SARV education and awareness raising activities implemented across the region	450,000
SUB-TOTAL	2,095,000



POLICY DIRECTIVE 9: EMPOWERING MEN TO ADVOCATE FOR AND SUPPORT GEWEPS

To bring meaningful change in social norms related to gender equality, it is crucial to engage men and boys in all aspects of promoting gender equality and women's empowerment in Bougainville. Men need to become champions of women's political participation and support their effective recruitment and promotion, including through proactive mentoring. They are also vital partners in the fight to end violence against women and girls, both as leaders and as community and family members. A changed culture of respect for women and girls' rights requires zero tolerance of violence starting with the individual, and men (who data show are the primary perpetrators of violence) play a critical role in this.

Successful work has already been done in identifying and supporting male advocates in efforts to address GBV and SARV. Within Bougainville, the Nazareth Centre for Rehabilitation (NCfR) piloted a highly successful project called "From Gender-Based Violence to Gender Justice and Healing." This project worked with women human rights defenders and male advocates to promote shared power and decision-making and speak up to prevent family and sexual violence.¹⁰ As part of their program, NCfR organized the Bougainville Male Advocates Forum, which aimed to support the rights of women and children to live free of violence and brought together over 150 men from the three regions of Bougainville.¹¹ The forum trained participants to learn about gender and human rights for the purpose of respecting and promoting women's rights and reducing family and sexual violence. Since 2014, NCfR has also supported the establishment of the Arawa Men's Hub, an

¹⁰ <https://pacificwomen.org/news/women-human-rights-defenders-and-male-advocates-making-a-difference-in-bougainville/>

¹¹ <https://pacificwomen.org/news/press-release-bougainville-male-advocates-forum-2019/>

organization that works with men and boys to change attitudes towards women and girls by discouraging violence and building awareness of FSV and the laws surrounding it. The hub provides a safe haven for men from south and central Bougainville fleeing SARV.

The National Coalition of Parliamentarians to End GBV provides a prime example of how politicians can collaborate to advocate for women's rights, leveraging their parliamentary powers to secure larger budgets to address women's issues and drive legislative change to protect women's rights.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 9 – EMPOWERING MEN TO ADVOCATE FOR AND SUPPORT GEWEPS	
<ul style="list-style-type: none"> > Baseline: Male champions programming (implemented by Nazareth Centre for Rehabilitation) engaging approx. 400 men to date > Indicators: At least 400 more male champions trained and active at community levels <ul style="list-style-type: none"> > At least 5 male BHOR Members identified and supported to act as male champions for GEWEPS. 	
Strategy 9.1: Implement programmes to identify, capacitate and engage male champions across the region	230,000
SUB-TOTAL	
230,000	



POLICY DIRECTIVE 10: EDUCATION AND HEALTH OUTCOMES IMPROVED FOR WOMEN & GIRLS

Prior to the conflict, Bougainville was one of the best-performing provinces in PNG regarding education. Unfortunately, the conflict resulted in the widespread closure of schools, and a generation of Bougainvilleans grew up without access to education, causing literacy and numeracy levels across Bougainville to plummet. The ABG is committed to strengthening educational outcomes for all students across Bougainville, especially girls and women, to return Bougainville to its previous position as a regional leader in high educational outcomes, including literacy and numeracy, for all students.

Vocational schools in Bougainville have an overwhelming majority of male students, as there is a lack of vocational options that are aimed at encouraging female enrollment, despite almost equal enrollment of male and female students in primary schools and the nine high schools across the region. According to the Bougainville Education Plan, access to informal education and training programmes is even more difficult for women who are illiterate. The issue of retention of students must also be tackled. Anecdotal reports, supported by the WPS TWG, indicate that significant barriers to retaining girls and young women in school include gender stereotypes that pressure them to assume family responsibilities

such as babysitting, gardening, and other home duties, as well as early pregnancy and a lack of safe, adequate female toilets at schools. These barriers are exacerbated for girls and young women from low socioeconomic backgrounds. There is also an ongoing need for the ABG to introduce gender-transformative curricula for children and adolescents in school and out-of-school young people on sexual and reproductive health and rights to ensure they have the knowledge and skills to advocate for their own health, wellbeing, and rights.

Under Article 33 of the Constitution, the Autonomous Bougainville Government is required to "take all practical measures to promote primary health care; to pursue universal health care of the highest standard; to ensure the provision of basic medical services to the population; as well as encouraging people to grow and store adequate food; and promoting proper nutrition". According to local women's services providers, major health risks for women in Bougainville include maternal and reproductive health (including maternal mortality), physical and mental health impacts of violence against women, cervical cancer, breast cancer, and sexually-transmitted infections. Unfortunately, there is still only limited regular collection, publication, and analysis of gender-disaggregated data in relation to health services in Bougainville. The collection of gender-disaggregated statistics is essential to understanding and rectifying any gender disparity or discriminatory issues concerning health and mortality in Bougainville, as

well as assisting in the design and delivery of effective health policies and service provision for all.

Access to reproductive health services and family planning is a critical issue in Bougainville. Feedback from consultations revealed that many women and men suffer from preventable reproductive health issues due to the stigma around getting preventive checks. Furthermore, a 2010 youth survey showed that condom usage knowledge was generally low, and more needs to be done to address the issue of young women engaging in transactional sex, which puts them at greater risk of adverse health outcomes. Women, particularly young women and girls, are also disproportionately vulnerable to sexual assault, which carries a high risk of adverse health outcomes. Given the inherent limited ability of women to negotiate contraception and the higher likelihood of force

and physical injury, addressing this issue is crucial. Ensuring that men and women of reproductive age have access to comprehensive education on reproductive rights is essential to reducing the prevalence of preventable reproductive health issues and improving overall health outcomes in Bougainville.

To achieve this goal, the DCD/OGE will work with Gender Focal Points in the Department of Education and the Department of Health to ensure that the needs of women and girls are taken into account throughout the planning, design, budgeting, and implementation of education and health services. This will help ensure that women and girls have access to the reproductive health services and information they need to make informed decisions about their health and well-being.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 10 – EDUCATION AND HEALTH OUTCOMES IMPROVED FOR WOMEN & GIRLS	
<ul style="list-style-type: none"> > Baseline: Lack of data available to young women’s access to education and secondary school completion; lack of courses available to young women for vocational education; limited info re GEWEPS in the school curriculum; limited rollout of comprehensive sexuality education; rates of maternal mortality and preventable reproductive health diseases remain unacceptably high > Indicators: Specific Action Plan for improving education outcomes for young women endorsed, funded and rolled out, including integrating GEWEPS into curriculum <ul style="list-style-type: none"> > Broader offering of vocational education opportunities available and women actively engaged in taking up such opportunities > Comprehensive Sexuality Education Programme designed, funded and rolled out > Education & awareness raising campaign on preventable reproductive health diseases designed, funded & rolled out 	
Strategy 10.1: ABG Education Department will implement specific policies and programmes to improve access to education by young women and girls	50,000
Strategy 10.2: ABG Education Department will ensure the development of a gender transformative quality curriculum, which builds a strong commitment to human rights and gender equality amongst students	320,000
Strategy 10.3: ABG Education and Health Departments will work together to develop comprehensive sexuality education (CSE) programmes for young people	Staff time
(Curriculum piloting costings included under Strategy 10.2)	100,000
SUB-TOTAL	470,000



POLICY DIRECTIVE 11: WOMEN'S ECONOMIC EMPOWERMENT AND ENTREPRENEURSHIP STRENGTHENED

Access to income is essential for both women and men to improve their quality of life and achieve financial security. Income provides the necessary means to pay for goods and services. However, in Bougainville, as in other parts of PNG, women are underrepresented in formal employment and are primarily concentrated in the informal sector. The lack of access to credit facilities and markets for women's products further undermines economic empowerment. A report recently noted "weak integration of women within the local cash economy. Women's presence in traditional care and welfare occupations, including nursing and school education, is evident. Women also make up the majority of traders selling garden produce and cooked food items in markets and roadside stalls. However, there is enormous frustration about how few chances women have to generate income beyond these feminised arenas."¹² Agriculture is a key sector in Bougainville, with around 87 percent of Bougainvilleans engaged in agriculture either as smallholder commercial farmers or privately-run household plots.¹³ Therefore, promoting women's economic empowerment must include activities related to agricultural development. It is worth noting, however, that the ABG is also exploring options for economic diversification to grow the economy over time and identify new opportunities with potentially higher returns.

Bougainville is covered by the PNG National Small and Medium Enterprise (SME) Policy,¹⁴ under which the PNG Government set a target of growing the number of SMEs from around 50,000 to 500,000 by 2030, with a recognition that there must be specific efforts to engage women. The Policy states that "Women and youth are not active players in economic activity and this must change as these two segments of the population cater for more than 70% of the population". Policy 8.0.3 calls on the Government to "partner with business associations of SME's to encourage more women to take up business opportunities through the provision of training, mentoring, and access to new market opportunities and credit." In Bougainville the Department of Economic Services (DES) and the Department of Primary Industry (DPI) have the responsibility to implement this Policy and drive the economic development agenda.

A range of development partners are involved in economic development and livelihoods support in Bougainville, providing opportunities for the ABG to pilot initiatives that can be scaled up throughout the region. These initiatives have a particular emphasis on women's economic empowerment. For example, the Australian and New Zealand Governments have funded 14 model farms across the region as part of a fresh produce initiative, which is supported by DPI. These farms are training local men and women in more appropriate farming methods to improve production. Additionally, UNDP has launched three new Innovation Hubs - one in each region - aimed at paving the way for Bougainville women, youth, and innovators to create employment and entrepreneurial opportunities by providing improved access to business development skills and services.¹⁵

In Bougainville, land and its development are intertwined with women's status, interests, and affairs. Except for a few areas, Bougainville is a matrilineal society, which means that land is passed down along the mother's line. In pre-contact times, women were considered the owners or custodians of the land, and men protected the land on behalf of women. While men usually spoke on behalf of women in public gatherings that addressed land use issues or disputes, women had the power to influence and veto men's decision-making about land. Despite colonisation and the mining industry's disruption of Bougainville's matrilineal systems, they have nevertheless survived largely intact. However, power imbalances within families and gender relations and stereotypes that exclude women from high-level decision-making about land use and agriculture continue to be a challenge. This has been of particular concern in discussions regarding the potential re-opening of the Panguna mine, which triggered a decade-long conflict in Bougainville.

12 <https://www.lowyinstitute.org/the-interpreter/challenges-women-bougainville>.

13 <https://png.highcommission.gov.au/pmsb/1049.html>

14 https://www.smecorp.gov.pg/images/SME_Policy/png-sme-policy_2016.pdf

15 <https://www.undp.org/papua-new-guinea/press-releases/new-innovation-hubs-accelerate-business-opportunities-and-entrepreneurship-bougainville>

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 11 – WOMEN'S ECONOMIC EMPOWERMENT AND ENTREPRENEURSHIP STRENGTHENED	
<ul style="list-style-type: none"> > Baseline: Employment opportunities remain limited for women in the formal sector; majority of women are involved in small-scale agricultural production, but there are limited opportunities for them to sell their products; SME support for women is weak; women's role in decision-making related to the economic development of land is variable. > Indicators: ABG supports programmes to establish/strengthen women-led SMEs across all three regions <ul style="list-style-type: none"> > ABG rolls out programmes to support women vendors to develop better markets for their produce > Private sector and development partners proactively support business development activities for women across the three regions > Women are actively involved by Government officials and decision-makers in land management activities and land disputes 	
Strategy 11.1: ABG (in particular DPI and DES) will work with the PNG Government & development partners to develop specific economic & livelihoods initiatives for women & girls, including developing specific programmes to promote Bougainville women in agriculture (This Strategy anticipates the development of specific Project Proposals which will be separately funded)	20,000
Strategy 11.2: Business and entrepreneurship skills development activities for women are designed and implemented (This Strategy anticipates the development of specific Project Proposals which will be separately funded)	20,000
Strategy 11.3: Recognising the connection between land and economic empowerment, the ABG will ensure that women's role as custodians of land is recognised in government decision-making	70,000
SUB-TOTAL	110,000



POLICY DIRECTIVE 12: WOMEN WITH DISABILITIES EMPOWERED TO LIVE THEIR BEST LIVES

The Bougainville Disability Policy¹⁶ was endorsed by the Bougainville Executive Council (BEC) and launched by the ABG to coincide with the 2021 International Day of People with Disability celebrations. The ABG's Department of Community Development partnered with the Bougainville Disabled Persons Organisation to draft the policy after a thorough consultation process. Article 6 of the Convention on the Rights of Persons with Disabilities (CRPD) recognizes that women and girls with disabilities encounter various forms of discrimination, placing them at a greater risk of gender-based violence, receiving lower education, and facing higher levels of inequality in contrast to women and girls without disabilities. The

Bougainville Disability Policy commits the Government to addressing and eliminating the multiple forms of discrimination experienced as a result of gender identity. It also seeks to support and engage women with disabilities as leaders and contributors across all programs, particularly gender-specific programs.

16 https://7f0c062c-b08d-44cf-bd7d-b1efcbc1bca1.usrfiles.com/ugd/7f0c06_31cf15ec23ac4a3f8aeaff54e3b44b30.pdf

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 12 – WOMEN WITH DISABILITIES EMPOWERED TO LIVE THEIR BEST LIVES	
<ul style="list-style-type: none"> > Baseline: AROB People With Disabilities Policy launched in 2021, including a general section on women with disabilities > Indicators: Training activities delivered under this Policy involve at least 10% women with disabilities, with data collected through training evaluations, etc <ul style="list-style-type: none"> > Knowledge of Gender Focal Points and key departmental staff strengthened on integrating women with disabilities into Government policies and programmes > DCD Disabilities Team collects disaggregated data on women with disabilities, when reporting on the AROB People with Disabilities Policy 	
Strategy 12.1: Ensure that the rights of women with disabilities are meaningfully mainstreamed and addressed in all ABG policies and programmes	100,000
SUB-TOTAL	100,000



POLICY DIRECTIVE 13: WOMEN'S SECURITY AND ENGAGEMENT MAINSTREAMED INTO BOUGAINVILLE NATURAL RESOURCE MANAGEMENT, CLIMATE CHANGE AND NATIONAL DISASTER RESPONSES

Climate change poses an existential threat to many communities in Bougainville. The region has already produced the world's first climate refugees¹⁷ and is experiencing an increasing number of natural disasters that affect communities across Bougainville and the broader Pacific.¹⁸ To address climate change, the entire government must work with businesses, communities, and other non-state actors to reduce emissions and build resilience in our coastal and inland communities, atolls, and islands. It is crucial that the specific needs of women and girls are properly considered and integrated into all climate change mitigation and adaptation activities, and that Bougainville's disaster response frameworks are gender-responsive.

In April 2022, the ABG endorsed the Climate Change Policy, which prioritizes national programs focused on women in agriculture, business, and the environment. While the policy is a positive step forward, there is still a significant amount of work required to implement it effectively. In addition, the

Bougainville Disaster Coordination Office, established in September 2014, has supported the development of district-level Disaster Risk Management Plans.

To ensure these plans are gender-responsive, it is essential that women and girls are included in the design, implementation, and monitoring of related programmes and activities.

Despite being powerful agents of change, women and girls are frequently overlooked in decision-making spaces and policies that aim to tackle climate change, natural resource management, and food security. It is therefore essential to proactively involve women in decision-making. While climate change poses a threat to livelihoods universally, women and girls often face increased risks and greater burdens. Droughts, floods, and climate emergencies exacerbate existing inequalities, particularly for women and girls experiencing discrimination due to age, poverty, or ability. Additionally, climate change crises can lead to conflicts, particularly when they result in loss of land or critical assets, population resettlement or displacement. In this context, it is crucial to recognize that women in Bougainville are notable peacebuilders and can serve as crucial mediators in times of tension or conflict.

16 https://7f0c062c-b08d-44cf-bd7d-b1efcbc1bca1.usrfiles.com/ugd/7f0c06_31cf15ec23ac4a3f8aeaff54e3b44b30.pdf

17 <https://www.business-humanrights.org/en/latest-news/papua-new-guinea-the-worlds-first-climate-change-refugees/>

18 https://www.preventionweb.net/files/68266_682309pngdrmsstatusreport.pdf

Climate financing commitments aim to support the most vulnerable to the impacts of climate change, but for these commitments to be effective, they must be gender-responsive. In Bougainville, promoting climate resilient strategies will require ambitious and gender-responsive approaches.

Strategic Response

STRATEGIES (REFER TO SECTION 8 FOR DETAILED ACTIVITIES)	5-YEAR BUDGET
POLICY DIRECTIVE 13 – WOMEN'S SECURITY AND ENGAGEMENT MAINSTREAMED INTO BOUGAINVILLE NATURAL RESOURCE MANAGEMENT, CLIMATE CHANGE AND NATIONAL DISASTER RESPONSES	
<ul style="list-style-type: none"> > Baseline: Women are only involved in CC activities on an ad hoc basis; limited training provided for women re CC, natural disasters, NRM; women were involved as mediators in relation to NRM conflict previously, but only on an ad hoc basis > Indicators: International and national climate change delegations include at least 30% women, who actively participate in producing reports and engaging in meetings <ul style="list-style-type: none"> > Cohort of at least 10 women have their capacities strengthened as mediators in relation to NRM and land management > Cohort of at least 50 women trained in relation to renewable energy approaches (solar, wind, etc) > Disaster management data shows women involved in planning and delivery of disaster management and relief activities 	
Strategy 13.1: GEWEPS are mainstreamed into the Bougainville climate change response at the international and national level	25,000
Strategy 13.2: Women are actively involved in natural resource management activities, incl. as negotiators and mediators in relation to potential conflicts	50,000
Strategy 13.3: Local initiatives and commitments to address climate change in relation to food security, climate resilient agriculture, natural resource and land use planning and management integrate GEWEPS principles and approaches	150,000
Strategy 13.4: Strengthen women's engagement in food security activities	150,000
Strategy 13.5: Disaster risk planning & response efforts integrate GEWPS	150,000
SUB-TOTAL	525,000

6. RESOURCING THIS POLICY

The Autonomous Bougainville Government is pleased to present the third Gender Equality and Women's Empowerment (GEWE) Policy aimed at guiding our efforts in this crucial area. However, it is with regret that we acknowledge the limited progress made towards implementing the previous two policies, largely attributable to funding and staffing challenges. To address these issues, the current Policy incorporates a comprehensive Results Framework in Section 8, featuring a 5-year activity plan and proposed budget. It is anticipated that a combination of Government and development partner funding will facilitate the realization of this budget. Notably, existing programs related to GEWE are already funded by a range of bilateral partners, United Nations agencies, and international NGOs. As such, it is imperative that donor funding be complemented by ABG funding, particularly towards staffing and core programming, to ensure the sustainable implementation of this Policy's priorities.

The Office of Gender Equality (OGE) and, in the interim, the Department of Community Development (DCD) are expected to submit an annual budget proposal to the Department of Finance during the annual budget process. More detailed Project Proposals will be developed by the OGE and other ABG Departments in complex areas of work, requiring additional funding outside the included budget. This recognises that in some, more complex areas of work, more analysis and consultations need to be undertaken before a proper proposal and budget can be developed. The OGE is expected to monitor these areas requiring additional work and collaborate with other ABG departments, NGOs, and development partners to continue developing much-needed programming.

7. MONITORING AND EVALUATION

7.1. MONITORING AND ANNUAL REPORTING

The Office of Gender Equality (OGE), in the interim DCD, will be accountable for producing an Annual Report on the Implementation of the Women's Empowerment, Gender Equality, Peace, and Security (GEWEPS) Policy. The annual report will facilitate a regular review of progress and recommendations for follow-up. In order to gather the necessary information, the OGE will work collaboratively with various stakeholders, including Gender Focal Points, Bougainville Women's Federation, and other civil society organizations. The OGE will be responsible for providing monitoring guidelines to collect information from ABG Departments and non-governmental organizations. Furthermore, the OGE may convene one or more meetings a year to bring together stakeholders to discuss progress, identify challenges or gaps, and make recommendations for improvement.

After the Annual Report has been completed, it will be submitted to the relevant Minister for approval. Once approved, the report will be published on the ABG website. Moreover, the Minister will present it to the Human Rights and Gender Equality Committee for review (see section 7.2 below for more information).

7.2. MONITORING BY THE PARLIAMENTARY COMMITTEE ON GENDER EQUALITY AND HUMAN RIGHTS

In 2018 the Bougainville House of Representatives established a Parliamentary Committee on Women, Peace and Security which had its mandate broadened to cover Gender Equality and Human Rights. The Committee serves as a high-level oversight body with a mandate to supervise the government's implementation of this Policy and progress towards achieving gender equality and human rights.

To facilitate this oversight, the Office for Gender Equality (OGE), or DCD in the interim, will produce annual reports tracking the implementation of the GEWEPS Policy. These reports will be submitted to the Committee for their review, and the committee will hold at least one oversight hearing annually to discuss the GEWEPS Policy Annual Report. During

these hearings, officials from relevant government departments, including Ministers, will appear before the committee to answer questions.

The Committee, with support from the Bougainville House of Representatives Secretariat, will then produce a report that includes recommendations for action, and this report will be tabled in the House for debate and action.

7.3. EVALUATIONS

Two evaluations will be conducted to assess the progress of the Policy, and to make any necessary adjustments, including a:

- > Mid-Term Evaluation: At the midpoint of the policy's implementation, which will be the start of 2025, an evaluation should be commissioned to assess progress. The Terms of Reference for the evaluator should mandate the production of recommendations to improve implementation.
 - > Final Evaluation: A final evaluation should be commissioned six months before the end of the Policy, around October 2027, to reflect on the entire term of the Policy and provide recommendations that will inform the development of the next Policy. It is crucial that the evaluation is commissioned in a timely manner to ensure that its findings are incorporated into the drafting process for the next Policy.
- > The Results Framework will guide the evaluations, which will assess the institutionalization of GEWE perspectives across the sectoral policies, programmes, and practices at all levels of government. The evaluations will measure key indicators of implementation success, including but not limited to:
 - > The effectiveness of structures in place to coordinate and monitor the implementation of the national policy for gender equality;
 - > The gender sensitivity of policies, procedures, practices, and structures of government, private, and non-governmental institutions;
 - > Changes in official and community attitudes to women and enhanced recognition of the value they add to society; and
 - > The extent to which women participate in political decision-making and the quality of that participation;
 - > Women's access to professional and economic development opportunities.
 - > Women's earning power and their involvement in the economy;
 - > Reduction of women's vulnerability to social injustice such as poverty, and violence.

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>OGE coordinates with civil society</p> <ul style="list-style-type: none"> > OGE/DCD develops a database of CSOs working on GEWEPS and areas of specific expertise (in partnership with DCD Civil Society Coordinator) > OGE/DCD organizes quarterly meetings with CSOs to discuss their GEWEPS activities, share information on key Government initiatives and improve coordination. Minutes produced within 2 weeks and shared with CSO partners > OGE/DCD partners with CSOs to advocate towards ABG to ensure adequate funding provided to CSOs, particularly women's organizations, to participate in decision-making and peacebuilding activities 	Staff time	10,000	10,000	10,000	10,000	Venue, food, travel	50,000
	10,000	Staff time	Staff time	Staff time	Staff time		
	Staff time						
<p>OGE coordinates with development partners</p> <ul style="list-style-type: none"> > OGE/DCD organizes quarterly meetings with development partners + INGOs to improve coordination. Minutes produced within 2 weeks & shared with partners > Development partners (incl UN, foreign governments and International NGOs) work to align their plans/ programs with ABG's Strategic Direction in this Policy > Development partners (incl UN, foreign governments & INGOs) work with OGE/DCD to build the capacity of the local Bougainville NGOs to progress GEWEPS 	Staff time					Staff time	0
<p>OGE implements a systematic programme of GEWE training across the public service in partnership with Gender Focal Points</p> <ul style="list-style-type: none"> > OGE/DCD works with Gender Focal Points to undertake GEWEPS Training Needs Assessments across all ABG Departments > OGE/DCD develops ABG GEWEPS capacity development plan, incl. annual calendar of GEWE training activities that will be provided to public servants > OGE/DCD works with CSOs, local experts & development partners, to design and implement trainings in accordance with the GEWEPS capacity development plan 	Staff time					Staff time	
	Staff time					Staff time	
	10,000	10,000	10,000	10,000	10,000	Venue, food, travel	50,000
<p>OGE undertakes research and coordinates collection and sharing of gender-disaggregated data</p> <ul style="list-style-type: none"> > OGE/DCD will work with the National and ABG Statistics teams to identify current challenges with collecting gender-disaggregated data, in particular in sectors such as health, education, justice services, employment opportunities, access to credit, income and entrepreneurship > Based on analysis, OGE/DCD will organise 2-3 trainings on collecting and managing sex-disaggregated data and supporting partners to roll out improved data collection accordingly 	Staff time					Staff time	
		15,000					15,000
SUB-TOTAL	294,000	269,000	254,000	254,000	254,000		1,325,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>POLICY DIRECTIVE 2 – DEPARTMENTAL HEADS & GENDER FOCAL POINTS EFFECTIVELY MAINSTREAM GEWEPS ACROSS ALL ABG DEPARTMENTS</p> <ul style="list-style-type: none"> > Baseline: Part-time GFPs appointed in each Dept but not trained and not actively working on mainstreaming; Dept Heads engaging ad hoc with GEWEPS issues > Indicators: Departmental Heads are well-trained to promote GEWEPS within their Departments <ul style="list-style-type: none"> > Departmental Heads have a KPI related to promoting GEWEPS included in their staff contracts > 14 x full-time Gender Focal Point positions are approved, recruited and trained to be champions of GEWEPS and gender mainstreaming > Bougainville Strategic Development Plan 2 includes a strong set of GEWEPS actions and indicators 							
<p>Department Heads committed and have capacity to ensure GEWE issues are integrated across the budgets and activities within their portfolios</p> <ul style="list-style-type: none"> > OGE/DCD works with GFPs to organise at least 2 training per year for Dept Heads on principles and practices for mainstreaming gender into government operations > Annual Reports by each Division and/or reports on implementation of the Bougainville Strategic Development Plan and/or the Departmental Corporate Plan include a specific section on activities implemented to promote GEWEPS > Departmental Heads' contracts updated to include promoting gender equality and implementing relevant aspects of the GEWEPS Policy as part of their responsibilities and key performance indicators 	5,000	5,000	5,000	5,000	5,000	Venue, food, travel	25,000
	Staff time	Staff time	Staff time	Staff time	Staff time	Staff	
	DPM time						
<p>Full-time Gender Focal Points appointed across all Departments, with TORs including promotion of GEWEPS & supporting the implementation of this Policy</p> <ul style="list-style-type: none"> > OGE will work with the Department of Personnel Management and other key stakeholders within the ABG to develop a proposal (incl all DPM documentation) to appoint full-time GFPs within all Departments, who will be responsible for mainstreaming GEWEPS within each Department <ul style="list-style-type: none"> > o 14 x GFPs (Grade 11 = 35,000) > OGE will use its role as GEWEPS focal point within the ABG to advocate for the endorsement of full time Gender Focal Points, including through the Chief Minister to the BEC and to the BHOR; > OGE will support the recruitment and training of new Gender Focal Points 	Staff time					New staff positions	1,960,000
	Staff time	490,000	490,000	490,000	490,000		

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>Gender Focal Points supported to integrate gender issues in collaborative efforts with other Department's employees</p> <ul style="list-style-type: none"> > OGE/DCD will organise for the names and contact details of every Gender Focal Point to be uploaded onto the ABG website so that officials and other stakeholders can easily make contact to discuss GEWE issues and needs > OGE/DCD will organize at least 2 training workshops every year for GFPs to strengthen their skills on gender mainstreaming and provide specific advice on GEWEPS issues within each portfolio 	Staff time						
<ul style="list-style-type: none"> > OGE/DCD will hold a meeting every quarter (3 months) with GFPs to discuss GEWEPS issues within each portfolio > OGE/DCD then produces a quarterly report, summarizing work done by OGE and GFPs action points and any issues to be addressed, which is provided to all Departmental Heads > GFP quarterly updates will be uploaded in the OGE/DCD webpage so that the public are kept aware of progress with gender mainstreaming 	5,000 Staff time	5,000 Staff time	5,000 Staff time	5,000 Staff time	5,000 Staff time	Venue, food, travel	25,000
<p>Bougainville Strategic Development Plan Ph2 integrates GEWEPS across all sectors</p> <ul style="list-style-type: none"> > OGE/DCD engages with the Office of the Chief Secretary to provide GEWEPS-related inputs into the current revision of the Bougainville Strategic Development Plan, including to address women, peace and security > GFPs and OGE/DCD work together to develop simple Annual Departmental Gender Action Plans, which identify 5-10 activities per year that each Department will implement to promote GEWEPS > As new Departmental Corporate Plans are developed, relevant GFPs work with OGE/DCD to mainstream GEWE into the relevant sector's Corporate Plan (including the vision, goals and activities) and monitoring frameworks 	Staff time	Staff time	Staff time	Staff time	Staff time	Staff time	0
SUB-TOTAL	10,000	500,000	500,000	500,000	500,000		2,010,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
POLICY DIRECTIVE 3 – BOUGAINVILLE WOMEN'S FEDERATION OPERATES EFFECTIVELY AS THE REPRESENTATIVE ORGANISATION FOR BOUGAINVILLE WOMEN							
<ul style="list-style-type: none"> > Baseline: BWF has its own Act establishing it as an independent peak body for women, but capacity at BWF HQ and in DWF chapters is variable > Indicators: BWF Strategic Plan updated and endorsed by members by end-2023 <ul style="list-style-type: none"> > BWP Annual WorkPlan and budget endorsed each year, based on inputs from regional and district meetings > At least 4 trainings organised for Members per year to build their capacities to serve their women members more effectively 							
BWF will strengthen its internal operations, including those of District Women's Federations							
<ul style="list-style-type: none"> > BWF will review and update its current Strategic Action Plan to ensure it strengthens its own internal governance, including by developing a Multi-Year WorkPlan and Monitoring Framework which clearly sets out its strategic objectives, activities and key targets and indicators for success 	Staff time					Staff costs	
<ul style="list-style-type: none"> > BWF will organise annual meetings for each of the three Regions, bringing together District Women's Federations & affiliated organisations to agree priorities and activities to be progressed each year to promote GEWE 							
<ul style="list-style-type: none"> > BWF will work with DCD to develop an annual budget proposal to support their Multi-Year Workplan (developed under the activity above) which will be submitted to the ABG and will follow up with advocacy towards Ministers and MPs to ensure the budget is provided 	25,000	25,000	25,000	25,000	25,000	Venue, food, travel	150,000
<ul style="list-style-type: none"> > BWF, with DCD & development partners, will design a capacity development plan for BWF HQ staff to strengthen admin/financial management capacities in Buka HQ & better engage the BWF/DWF network + offer at least 2 trainings per year 	Staff time	100,000	100,000	100,000	100,000	Staff costs	400,000
<ul style="list-style-type: none"> > BWF will organise Annual General Meeting, with a clear agenda to enable debate on issues & identify action points, incl. endorsing Annual Workplan for the next year 	10,000	10,000	10,000	10,000	10,000	Venue, food, travel	50,000
<ul style="list-style-type: none"> > BWF will organise Annual General Meeting, with a clear agenda to enable debate on issues & identify action points, incl. endorsing Annual Workplan for the next year 	10,000	10,000	10,000	10,000	10,000	Venue, food, travel	50,000
BWF will work with District Women's Federations, churches, CSOs and other partners to advocate on a range of issues that are of critical importance to the women and girls of Bougainville							
<ul style="list-style-type: none"> > With support from OGE/DCD and the BHOR Secretariat, BWF will make submissions and provide advice directly to the BHOR Gender Equality and Human Rights Parliamentary Committee and to the women MPs in the BHOR 	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	
<ul style="list-style-type: none"> > BWF will work with OGE/DCD to support & coordinate effective responses to GBV 	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	
<ul style="list-style-type: none"> > BWF will work with OGE/DCD, GFPs and development partners to help design effective women's economic empowerment programs 	30,000	30,000	30,000	30,000	30,000	Venue, food, travel	150,000
<ul style="list-style-type: none"> > BWF will organise at least 3 training per year for each region's DWF and other members, on a topic decided based on a survey of members 							
Sub-total	75,000	75,000	75,000	75,000	75,000		800,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
POLICY DIRECTIVE 4 – MINISTERS & MEMBERS OF HOUSE OF REPRESENTATIVES SUPPORTED TO PROMOTE GEWEPS IN LAWS, POLICIES AND BUDGETS							
<ul style="list-style-type: none"> > Baseline: BHOR set up Human Rights & Gender Equality Committee in 2022; one training on gender and human rights provided to all BHOR members in 2022 by UNDP > Indicators: Human Rights & Gender Equality Committee members knowledge of GEWEPS issues increased (refer to training evaluations) > Human Rights & Gender Equality Committee holds at least one public hearing every year on a GEWEPS topic and/or to review OGE Annual Report > BHOR Members receive at least 1 training per year on GEWEPS issues > BHOR Women's Caucus proactively advocates for more Government action on a range of GEWEPS issues 							
All Members of BHOR are inducted and sensitised on GEWEPS issues							
> The BHOR Secretariat, with support from OGE/DCD and other partners, will organise 1-2 training sessions on GEWEPS every year for Members	20,000	20,000	20,000	20,000	20,000	Venue, food, travel	100,000
> Ad hoc seminars will be organized for Members on specific issues related to GEWEPS, as needed, taking into account the GEWEPS reform priorities identified by OGE, BWF and other gender advocates	10,000	10,000	10,000	10,000	10,000		50,000
> Training on gender-responsive budgeting and budget oversight will be organized for Members and BHOR staff, with support from development partners	10,000	10,000	10,000	10,000	10,000		50,000
Human Rights and Gender Equality (HRGE) Committee capacitated to undertake effective oversight							
> BHOR Secretariat works with OGE and other partners to organise at least 2 trainings per year for HRGE Committee Members on relevant GEWE topics	20,000	20,000	20,000	20,000	20,000	Venue, food, travel	100,000
> BHOR sources technical support for HRGE Committee on specific issues, upon request from Members, OGE/DCD or gender advocates	Staff time	Staff time	Staff time	Staff time	Staff time		
> HRGE Committee undertakes annual oversight hearing to review OGE/DCD implementation of this Policy & produces a report for consideration by Parliament	10,000	10,000	10,000	10,000	10,000	Staff costs	50,000
Support Women Members of BHOR to strengthen their capacities and implement their priorities							
> BHOR Women's Caucus supported to develop and progress their own agenda and policy priorities, with support from BHOR Secretariat and OGE	20,000	20,000	20,000	20,000	20,000	Venue, food, travel	100,000
> Training Needs Assessment undertaken by BHOR in partnership with OGE and development partners for all women MPs and individual capacity development plans developed and supported	10,000	10,000	10,000	10,000	10,000		50,000
> Women MPs meet every 6 months with OGE/CDC, BWF & key women's CSOs to discuss issues & identify actions to progress GEWE. (OGE/DCD responsible for producing minutes of meetings & sharing w/ BHOR Members and online)							
Sub-total	100,000	100,000	100,000	100,000	100,000		500,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
POLICY DIRECTIVE 5 – COMMUNITY GOVERNMENTS HAVE THE KNOWLEDGE, SKILLS AND COMMITMENT TO PROMOTE AND IMPLEMENT GEWEPS							
<ul style="list-style-type: none"> > Baseline: CGs have 45 to of 67 women as Chairpersons but capacities are limited; integration of GEWEPS into CG development plans is variable; involvement of women in planning and implementation of CG activities is variable > Indicators: Capacities of Chairs and Deputy Chairs to drive GEWEPS at community level is strengthened > GEWEPS mainstreaming into planning, budgeting, implementation and monitoring of CG activities > Community level social norm change activities improve local-level commitment to GEWEPS principles > Specific Project Proposal and budget to implement gender-sensitive WASH activities developed and endorsed 							
<p>Continue to develop the capacities of Community Government Chairpersons and Deputy Chairpersons</p> <ul style="list-style-type: none"> > The Department for Community Government (DCG), drawing on technical advice from the OGE, will undertake regular Training Needs Assessments for CG Chairpersons and Deputies (including an assessment of GEWEPS training needs) to support their continued learning and professional development > DCG, with support from the OGE and other partners, will develop and implement a structured training programme focused on gender-responsive decision-making, budgeting, local development planning and local economic development for CG Chairpersons and Deputies in collaboration with the OGE and relevant development partners <ul style="list-style-type: none"> > DCG will consider including BWF Regional and District Presidents, Ward Leaders and Community Leaders in trainings with CGs, where they may be able to offer useful GEWEPS expertise and/or where they may benefit from such GEWEPS training themselves > DCG will organise an annual meeting with all CG Chairpersons to share good practice and lessons learned relating to promoting GEWEPS and the SDGs 	Staff time						
	50,000	50,000	50,000	50,000	50,000	Venue, food, travel	250,000
	10,000	10,000	10,000	10,000	10,000		50,000
<p>Work with Community Governments to design and roll out specific GEWEPS awareness-raising and social norm change activities</p> <ul style="list-style-type: none"> > OGE/DCD, working with DCG, will organise 1-2 meetings with Community Government officials to discuss GEWEPS community level social norm change and identify priority activities that can be rolled out amongst communities to build their community understanding of and commitment to to gender equality and women's empowerment, peace and security > Based on outcomes of the meeting described above, OGE will work with interested Community Government officials and development partners to develop a social norm change proposal for funding by the ABG and/or donors, with government and non-government implementation partners to be identified as part of the proposal development process 	20,000					Venue, food, travel	20,000
	50,000	50,000	50,000	50,000	50,000	Training, media, local activities	250,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>Support Community Governments to identify & roll out gender-sensitive Water, Sanitation, Health and Hygiene (WASH) Projects which reach women across the region</p> <ul style="list-style-type: none"> > OGE and DCG bring together CG officials with officials from other key Divisions working on WASH activities at 1-2 meetings to identify WASH priorities across the region, with a focus on ensuring women and girls can safely access WASH > DCG will support interested Community Governments to work with relevant ABG Divisions, and relevant Regional and Open MPs, to develop specific community WASH proposals for funding and implementation, with OGE providing specific support to ensure all proposals are gender-sensitive > OGE will support DCG to engage GFPs in relevant ABG Divisions leading WASH efforts to advocate for funding for Community Government WASH proposals 	20,000					Venue, food, travel	
	Staff time	Staff time	Staff time	Staff time	Staff time	Staff time	
	Staff time	Staff time	Staff time	Staff time	Staff time		20,000
Sub-total	150,000	110,000	110,000	110,000	110,000		590,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
POLICY DIRECTIVE 6 – WOMEN'S LEADERSHIP STRENGTHENED AT ALL LEVELS OF DECISION-MAKING							
<ul style="list-style-type: none"> > Baseline: 5 women MPs elected in BHOR; 45 of 47 Community Govt Chairs are women; 4 of 14 Department Secretaries are women; less representation of women on boards and in private sector > Indicators: More women run for BHOR Open Seats and Community Government elections and are successful > More women promoted to senior management levels within the ABG public service 							
Strengthen women's engagement in political processes and institutions							
<ul style="list-style-type: none"> > OGE will work with women stakeholders and development partners to develop organized advocacy campaign to lobby for increased number of reserved seats for women at all levels of government and within all key government bodies, incl by holding seminars and workshops to educate and raise awareness 	20,000	20,000	20,000	20,000	20,000	Travel, venue, food	100,000
<ul style="list-style-type: none"> > OGE will collaborate with electoral stakeholders, in particular, the Office of the Bougainville Electoral Commission (OBEC), to: <ul style="list-style-type: none"> > Develop and implement a clear and transparent recruitment strategy for OBEC staff and electoral workers, paying particular attention to gender parity and the appointment of women in senior leadership positions 	Staff time					Staff costs	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> > Continue to support and promote the equal representation of women in all election-related materials disseminated to the public. 	Staff time	45,000	45,000	45,000	45,000	New staff	180,000
<ul style="list-style-type: none"> <ul style="list-style-type: none"> > Develop a proposal for DPM to establish a Gender Officer (Grade 14) within OBEC to provide advice and guidance on gender mainstreaming across the Office's functions 	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	
<ul style="list-style-type: none"> <ul style="list-style-type: none"> > Collect and share gender-disaggregated statistics across all electoral functions, and ensure this information is publicly available 	10,000	10,000	10,000	10,000	10,000	Travel, venue, food	50,000
<ul style="list-style-type: none"> <ul style="list-style-type: none"> > Review and develop mechanisms to handle electoral complaints, in particular, issues affecting women such as smear campaigns against women candidates, electoral intimidation, bribery, coercion and violence, incl by organising an annual workshop on addressing Violence Against Women in Politics 							

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>Women and girls are empowered through voter education and leadership trainings across the three regions of Bougainville</p> <ul style="list-style-type: none"> > OGE will partner with OBEC, women NGOs and development partners to support rollout of coordinated candidate trainings for cohorts of women during the entire 5-year electoral cycle to prepare women to contest open and reserved seats > OGE and BWF will work with a range of women stakeholders to: <ul style="list-style-type: none"> > Support the development of a programme of leadership training, designed to empower women to engage in the public, private and community sectors as more effective leaders > Advocate for and support the development of a voter education programme in support of the work being done by OBEC already, which is designed to strengthen the understanding of both male and female voters of the value of women's political leadership > Explore options for integrating gender-sensitive civic and voter education activities into the Bougainville curriculum 	20,000	20,000	20,000	20,000	20,000	Travel, venue, food, experts	100,000
	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	
<p>More professional women equipped and encouraged to apply for senior management positions within the ABG Administration</p> <ul style="list-style-type: none"> > OGE and BWF will work with partners to advocate to ABG and PNG Govt to introduce affirmative action aimed at equal recruitment and promotion of women to the Bougainville Police Service, Correctional Services and the Courts > OGE will work with partners to: <ul style="list-style-type: none"> > Construct and maintain a database of experienced Bougainville women, including by issuing an annual call for "expressions of interest", by qualified and capable women who could be encouraged to apply for government appointments and integrate this database with the BWF's own mobilization work with women across the region > Partner with the ABG Department for Human Resources to create and manage a Public Service Mentoring Scheme for the Advancement of Women that operates as a network which provides opportunities for women at all levels of the ABG public service to share their knowledge, expertise and lessons learned regarding navigating difficult work environments. The network can also be used as a platform for other capacity development activities. The network of women would include both senior and junior women in the public service 	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	
	10,000	10,000	10,000	10,000	10,000		10,000
	20,000	20,000	20,000	20,000	20,000	Training, experts, travel, etc	100,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>> OGE will work with DPM and related ABG Divisions to:</p> <ul style="list-style-type: none"> > Develop a localised policy framework (in 2023/24) for responding to discrimination and sexual harassment, through a participatory process > Provide in-depth training to all managers and Gender Focal Points in the public service about how to appropriately respond to sexual harassment and discrimination in line with new policy framework 	15,000	10,000					
<ul style="list-style-type: none"> > OGE & BWF work with partners to identify and showcase (in articles, short videos and other materials) examples of women in the public service + testimonies from men in public service re value of women's contributions as managers/leaders 		10,000	10,000	10,000	10,000	Meeting costs, experts	25,000
<ul style="list-style-type: none"> > OGE works with Statistics Division & NGOs to strengthen data collection re current number of women in the public service and other key ABG bodies (such as the police force, community governments and village courts) and track any increase/decrease in the representation of women 		10,000	10,000	10,000	10,000	Media experts	40,000
		Staff time	Staff time	Staff time	Staff time	Staff costs	40,000
SUB-TOTAL	95,000	145,000	135,000	135,000	135,000		645,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
POLICY DIRECTIVE 7 – WOMEN, PEACE AND SECURITY AGENDA IS STRENGTHENED							
<ul style="list-style-type: none"> > Baseline: WPS Technical Working Group (TWG) exists but not meeting consistently, has no budget; no WPS NAP; post-referendum processes include some women in ad hoc manner > Indicators: WPS TWG well-capacitated, meet regularly and produce clear action points for follow up > Women actively involved in post-referendum transition processes > Communities and leaders (official and non-govt) are more aware of the value of including women in conflict prevention and mitigation processes 							
<p>WPS Technical Working Group effectively provides strategic guidance on WPS issues to Government and other partners</p> <ul style="list-style-type: none"> > TWG quarterly meetings will be organized by the OGE, under the guidance of the TWG Co-Chairs, in order for the TWG membership to monitor implementation of key portions of this Policy, share good practice, coordinate implementation of key WPS activities and update this Policy and related WPS activities as needed <ul style="list-style-type: none"> > The OGE will be responsible for producing Minutes of each quarterly meeting within 2 weeks and distributing them to members. Minutes will be published on the OGE webpage > OGE, in partnership with WPS experts, will organise a refresher training every 2 years for members of the TWG to strengthen their current knowledge and expertise regarding WPS > TWG Chair will organise regular 6-monthly meetings with the TWG and women Members of BHOR to discuss priorities (OGE/DCD will act as Secretariat) 	5,000	5,000	5,000	5,000	5,000	Travel, food, venue, experts	25,000
	10,000	10,000	10,000	10,000	10,000	Staff costs	50,000
	Staff time	Staff time	Staff time	Staff time	Staff time		
<p>Department of Bougainville Independence Mission Implementation (BIMI) will ensure women's active involvement in all Bougainville post-referendum processes</p> <ul style="list-style-type: none"> > The BIMI Department, with support from the OGE, will ensure that: <ul style="list-style-type: none"> > Women's voices are represented at all key meetings with the PNG Govt to discuss post-referendum issues, including in the Joint Supervisory Body (JSB) and Joint Technical Team (JTT) > Gender equality issues are included in the agenda for key meetings on the post-referendum process, in particular, in relation to women's involvement in decision-making 	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<ul style="list-style-type: none"> > During the constitution-making process, the BIMl Department and OGE will provide technical support and training to women officials and NGOs to ensure: <ul style="list-style-type: none"> > Women are equally represented on all constitution-making bodies with advisory and/or decision-making powers > Issues related to gender equality and women's empowerment are included in all briefing documents and other technical papers that inform the constitutional drafting process > Specific analysis is produced re whether and how the draft constitution can progress the UNSCR 1325 Women, Peace and Security agenda 		50,000	50,000	50,000	50,000	Technical consultants, trainings, commission research	200,000
<p>Conduct inclusive awareness raising and advocacy on WPS across Bougainville</p> <ul style="list-style-type: none"> > OGE and BWF to work together to ensure the representation of women in activities at all levels of Bougainville's post-referendum and political transition process > OGE will work with TWG members and the ABG Media Bureau to produce and publish media stories about women, peace and security, including via radio (e.g. talk back programs), print (e.g. ABG New Bougainville Bulletin) and online > BWF, in coordination with the WPS TWG and OGE, will work with relevant partners to offer at least 1 training every year on the WPS agenda, political dialogue, human rights (including monitoring and addressing violations), community organising and campaigning for: <ul style="list-style-type: none"> Women and young women leaders <ul style="list-style-type: none"> > Community Government, District and Ward level officials > Traditional leaders and other male advocates, including BHOR Members > Media houses and journalists > OGE will support TWG members to (i) develop and disseminate WPS awareness-raising and materials amongst their networks and (ii) use those materials to engage in advocacy towards the ABG on key WPS issues, including emerging peace and security issues such as climate insecurity and cybersecurity/digital space 	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	50,000
	10,000	10,000	10,000	10,000	10,000	Media consultant	50,000
	10,000	10,000	10,000	10,000	10,000	Training, venue, food, travel	
	TWG time	TWG time	TWG time	TWG time	TWG time	Staff costs	

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
Strengthen the capacity of BHOR Members, Community Government, traditional leaders and male and female clan leaders in supporting gender-sensitive conflict prevention and mitigation		20,000					
> OGE/DCD will commission an evaluation of lessons learned from community peacebuilding, conflict management, and prevention initiatives in Bougainville to date, with TORs specifically requiring consideration of the role of women in AROB peacebuilding	10,000	10,000	10,000	10,000	10,000	Consultant	20,000
> OGE/DCD will partner with BHOR to organise 1-2 trainings for BHOR Parliamentary Committee members on the role that their Committees can play in preventing and mitigating conflict, with a particular focus on engaging women in the Committees' activities, the role of women peacebuilders and the specific components of the WPS approach to peacebuilding	10,000	10,000	10,000	10,000	10,000	Training, venue, food, travel	50,000
> OGE/DCD will work with BWF and other relevant partners to organise at least 2 trainings per year with Community Governments representatives, traditional leaders and male and female clan leaders on gender-responsive mediation, peace negotiation, conflict prevention and conflict mitigation, including strategies for engaging women in mediation and peacebuilding activities							50,000
Sub-total	55,000	125,000	105,000	105,000	105,000		495,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>POLICY DIRECTIVE 8 – RESPONSES TO GENDER-BASED VIOLENCE (GBV) AND SORCERY ACCUSATION RELATED VIOLENCE (SARV) STRENGTHENED ACROSS BOUGAINVILLE</p> <p>> Baseline: Data on GBV and SARV cases for Bougainville is not collected systematically but it is clear from national survey data that rates are high; a GBV Focal Point exists within DCD but has no resources; FSVAC exists but meets irregularly; crisis responses services are not sufficient; access to justice is limited due to weak policing</p> <p>> Indicators: OGE established with a new full-time GBV/SARV Coordinator, responsible for</p> <ul style="list-style-type: none"> > Increasing the number and quality of crisis response services available to GBV survivors (eg. safe houses, counselling, case management, health care) > Improving the justice response for GBV survivors (ie. increased # of IPOs being approved, increased # of cases being investigated and prosecuted) 							
<p>Strategy 8.1: GBV/SARV Coordinator within OGE operates as GBV Secretariat to coordinate work on GBV and SARV</p> <p>> As part of the establishment of the new OGE (see Policy Directive 1 above), a GBV/SARV Coordinator will be recruited who will be responsible for coordinating relevant activities within Government and across the region</p>	See PD-1	See PD-1	See PD-1	See PD-1	See PD-1	Staff costs – cross reference Policy Directive 1	
<p>> The existing FSV Action Committee will be supported by the OGE GBV/SARV Coordinator to hold quarterly meetings to coordinate stakeholders within Government and the community working on GBV and SARV:</p> <ul style="list-style-type: none"> > OGE/DCD will provide Secretariat services to the FSVAC > Minutes of FSVAC discussions will be produced within 2 weeks of meetings, and shared with Departmental Heads for updating and action <p>> The OGE GBV/SARV Coordinator will lead development of the annual Bougainville GBV budget, in consultation with FSVAC members, and will lobby BHOR Members and Ministers to allocate adequate funding to address GBV through the ABG Budget</p>	10,000	10,000	10,000	10,000	10,000	Meeting costs (travel, food)	50,000
	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	
<p>Strategy 8.2: GBV and SARV data collection processes strengthened to enable evidence-based policy and programme responses</p> <p>> Mapping exercise undertaken on what GBV and SARV data is currently available in Bougainville, who is collecting it, when and how often, using what systems and whether and how data collection and sharing is aligned to the standard data procedures and guidelines</p> <p>> A qualitative study will be undertaken of women's experience as users of the justice system to inform actions to improve access to justice. This will include collecting specific data regarding investigations, prosecutions and convictions related to crimes involving violence against women and children</p> <p>> OGE will work with the National GBV Secretariat and other partners to implement a manual or online GBV and SARV data collection system that will collect data in a systematic manner and enable Bougainville's data to contribute to national GBV and SARV data collection efforts</p>	20,000	20,000				Consultant	20,000
		10,000	10,000	10,000	10,000	ICT costs, training, internet	40,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>Strategy 8.3: GBV and SARV referral pathways clarified and strengthened</p> <ul style="list-style-type: none"> > The OGE will work organise at least 1-2 workshops per year for government workers, community and health-based social work case management service providers working to address GBV and SARV to build their capacities to implement trauma-informed case management 	10,000	10,000	10,000	10,000	10,000	Venue, food, travel	50,000
<ul style="list-style-type: none"> > OGE will work with the FSVAC to develop written Standard Operating Procedures strengthen multi-sector GBV and SARV referral pathways for timely, quality & coordinated services ensuring linkages with child protection services 	10,000	10,000		10,000	10,000	Consultant, validation workshops	20,000
<ul style="list-style-type: none"> > OGE will work with partners to organise at least 2 trainings per year aimed at strengthening the referral pathways for GBV and SARV, based on an agreed SOP (for GBV and SARV separately if necessary) 		10,000	10,000	10,000	10,000	Training, venue, food, travel	50,000
<p>Strategy 8.4: GBV and SARV crisis response, recovery and rehabilitation services strengthened to ensure that survivors can access timely, safe support</p> <ul style="list-style-type: none"> > ABG Department of Health will work with the National Department of Health, as well as development partners such as UNFPA, to: <ul style="list-style-type: none"> > Roll out a training programme for all healthcare workers across AROB on crisis response health services for GBV survivors > Roll out training to health workers, CSOs, FBOs, etc to make psycho-social support and counselling services available across Bougainville > Develop a budget proposal for consideration by Treasury to (i) establish and properly staff and fund one more Family Support Centre for the Southern Region over the next 5 years (noting that North and Central already have FSCs) and to recruit and train more counsellors > The ABG will provide more funding to: <ul style="list-style-type: none"> > Establish and furnish at least one safe shelter in the Southern Region > Upgrade the existing safe house in the Central Region to ensure it is fit-for-purpose > Provide top up funding to the existing safe houses across AROB > DCD will work with Nazareth Centre for Rehabilitation & other stakeholders to: <ul style="list-style-type: none"> > Identify good practice and lessons learned from existing Men's Hubs > Develop a proposal for scaling up the Men's Hub concept to more locations in AROB, to attract funding from ABG and development partners 	20,000	20,000	20,000	20,000	20,000	Training, venue, food, travel	100,000
	20,000	20,000	20,000	20,000	20,000	Training, venue, food, travel	100,000
	Specific proposal					Separate budget proposal	
		200,000				Infrastructure Equipment	200,000
		50,000					50,000
	50,000	50,000	50,000	50,000	50,000	Small grants	250,000
	10,000	10,000	10,000	10,000	10,000	Consultant Separate budget proposal	50,000
	Specific proposal						

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>Strategy 8.5: GBV and SARV justice services strengthened to ensure that survivors can access timely, safe support</p> <ul style="list-style-type: none"> > Bougainville Police Service (BPS), in coordination with RPNGC, will work to ensure that GBV survivors can access justice from the police service, including by: <ul style="list-style-type: none"> > Providing training to all BPS Officers on properly responding to & investigating GBV cases in a survivor-centred, trauma informed way > Providing specific trainings for existing Family and Sexual Violence Units to provide specific support services to GBV survivors > Working with development partners to develop a budget proposal for consideration by Treasury to establish and properly staff and fund at least one ABG-funded FSVU per region over the next 5 years > OGE will engage with National Office of the Public Prosecutor to ensure that there is always at least 1 qualified, properly-resourced prosecutor stationed in Bougainville who has resources to prosecute cases of GBV across the region > ABG Department of Justice will liaise with the National Court to request more regular circuit visits to Bougainville to ensure that all cases, including GBV cases, are heard in a timely and efficient manner, avoiding delays in justice to victims > ABG Department of Justice will work with the Department of Justice and the Attorney General (DJAG) which operates the Secretariat to Village Courts, to organise regular training for Village Court Officers on how to more effectively respond to cases of GBV > DCD will scale up GBV perpetrator rehabilitation programmes, including by: <ul style="list-style-type: none"> > Undertaking a quick impact assessment (through meetings and workshops) into existing perpetrator programmes to identify strengths and weaknesses and make recommendations for adaptation and/or scaling up > Work with NGO partners to develop a programme of work to be funded by the ABG and/or development partners focus on addressing male violence and rehabilitating perpetrators 	20,000	20,000	20,000	20,000	20,000	Training, venue, food, travel	100,000
	20,000	20,000	20,000	20,000	20,000	Training, venue, food, travel	100,000
	Specific proposal						
	20,000	20,000	20,000	20,000	20,000	Travel, per diems	100,000
	Staff time						
	20,000	20,000	20,000	20,000	20,000	Training, venue, food, travel	100,000
						Consultant	10,000
		Specific proposal					

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>Strategy 8.6: GBV prevention activities implemented across the region</p> <ul style="list-style-type: none"> > DCD and BWF will work with other GBV government, non-government and development partners to design and roll out a region-wide awareness campaign on showing “zero tolerance for GBV” and to end SARV which aims to shift harmful gender attitudes, roles and social norms > DCD will work with partners to develop a proposal for implementing interventions with intimate partners focused on transforming gender relations within the partnership and/or addressing alcohol and violence in relationships > DCD will work with the Nazareth Centre for Rehabilitation, Department of Education and other interested stakeholders to (i) review their existing GBV Schools-Based Programme to identify opportunities for replication/scaling up and (ii) design, fundraise and implement rollout of similar programming across AROB > DCD will work with the National Office of Child and Family Service (NOCFS) to develop and pilot parenting programmes to prevent intimate partner violence and child maltreatment 	25,000	25,000	25,000	25,000	25,000	Media campaign, awareness activities	125,000
		Specific proposal				Staff costs	
	10,000	Specific proposal				Consultant Staff costs	10,000
		Specific proposal				Staff costs	
<p>Strategy 8.7: Specific activities to address SARV implemented across the region</p> <ul style="list-style-type: none"> > OGE will engage with the National DJAG, relevant ABG departments, NGOs working on SARV and other SARV specialist partners to organise 1-2 workshops to revisit the SARV National Action Plan, assess its appropriateness for AROB and agree on an AROB-specific SARV Action Plan > OGE will work with NGOs, FBOs and development partners to develop a specific proposal and budget identifying a core set of activities to address SARV > WPS Technical Working Group and Bougainville FSVAC will both be provided with annual training on SARV, delivered by local and national experts 	10,000	10,000	10,000	10,000	10,000	Training, venue, food, travel	50,000
		Specific proposal				Training, venue, food, travel	
	10,000		10,000	10,000	10,000		50,000
<p>Strategy 8.8: GBV and SARV education and awareness raising activities implemented across the region</p> <ul style="list-style-type: none"> > DCD will collaborate with women's NGOs and media partners to create multimedia resources aimed at increasing public awareness on GBV and SARV > DCD will work with women NGOs and other expert stakeholders to design and implement an education and awareness campaign to address the misinformation, including on social media, that is in some instances driving SARV 	20,000	20,000	20,000	20,000	20,000	Meetings, media spots, media experts	100,000
	20,000		20,000	20,000	20,000	Materials, media spots, meetings	100,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
> DCD and BWF will work with a range of partners to develop educational materials that can be used by key stakeholders (e.g. local level officials, teachers, journalists, the private sector) on how to prevent and respond to GBV and SARV	20,000	20,000	20,000	20,000	20,000	Meetings, materials, training	100,000
> DCD will work with GBV-specialist NGOs to design and roll out training aimed at building the capacities of Chiefs, elders and traditional leaders to engage in survivor-centred, trauma informed, gender-sensitive activities aimed at preventing and appropriately responding to cases of GBV and SARV	25,000	25,000	25,000	25,000	25,000	Training, venue, food, travel	150,000
Sub-total	390,000	630,000	350,000	350,000	350,000		2,095,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT

POLICY DIRECTIVE 9 – EMPOWERING MEN TO ADVOCATE FOR AND SUPPORT GEWEPS

- > Baseline: Male champions programming (implemented by Nazareth Centre for Rehabilitation) engaging approx. 400 men to date
- > Indicators: At least 400 more male champions trained and active at community levels
 - > At least 5 male BHOR Members identified and supported to act as male champions for GEWEPS

Strategy 9.1: Implement programmes to identify, capacitate and engage male champions across the region							
> DCD will work with the BHOR Secretariat to provide training and other male advocacy support to interested Members of the BHOR to develop a cohort of Members who are GEWE champions	10,000	10,000	10,000	10,000	10,000	Training, food, experts	50,000
> DCD will support NCfR and other civil society stakeholders to organise at least one Male Advocates Forum every year, to bring together male advocates for capacity building, networking and to support advocacy for women's rights	20,000	20,000	20,000	20,000	20,000	Venue, food, travel	100,000
> DCD will work with NCfR to develop a specific proposal to upscale the male advocates training and capacity development work to include more men, including a specific cohort of young men	Staff time	20,000	20,000	20,000	20,000	Proposal to elaborate details	80,000
Sub-total	30,000	50,000	50,000	50,000	50,000		230,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
POLICY DIRECTIVE 10 – EDUCATION AND HEALTH OUTCOMES IMPROVED FOR WOMEN & GIRLS							
<ul style="list-style-type: none"> > Baseline: Lack of data available on young women's access to education and secondary school completion; lack of courses available to young women for vocational education; limited info on GEWEPS in the school curriculum; limited rollout of comprehensive sexuality education; rates of maternal mortality and preventable reproductive health diseases still unacceptably high > Indicators: Specific Action Plan for improving education outcomes for young women endorsed, funded and rolled out, including integrating GEWEPS into curriculum <ul style="list-style-type: none"> > Broader offering of vocational education opportunities available and women actively engaged in taking up such opportunities > Comprehensive Sexuality Education Programme designed, funded and rolled out > Education and awareness raising campaign on preventable reproductive health diseases designed, funded and rolled out 							
<p>Strategy 10.1: ABG Education Department will implement specific policies and programmes to improve access to education by young women and girls</p> <ul style="list-style-type: none"> > The Education Department, with support from OGE/DCD and development partners will commission specific research to assess young women's access to education, in particular re: secondary school completion and access to vocational training and opportunities, and to produce concrete recommendations for action > Based on a research report on young women's access to education, the Education Dept will develop a specific action plan on improving education outcomes for young women, including specific activities, targets and indicators to track progress > The Education Department will develop a specific funding proposal to deliver vocational courses for women, which are gender-sensitive, while not reinforcing gender-inequitable stereotypes > The Education Department will undertake a public awareness campaign to promote vocational education opportunities for women/young women across the region. 	20,000	Staff time Staff time	Staff time 10,000	10,000	10,000	Consultant Staff costs Staff costs Media consultant & ad spots	20,000 30,000
<p>Strategy 10.2: ABG Education Department will ensure the development of a gender transformative quality curriculum, which builds a strong commitment to human rights and gender equality amongst students</p> <ul style="list-style-type: none"> > ABG Education Department, with support from OGE/DCD and development partners will commission a review of whether and how the existing curriculum teaches children and young people good values, including respect for human rights, gender equality and zero tolerance for violence against women and children > Based on the results of the curriculum review, the Education Department and OGE/DCD will work with development partners to develop specific additional modules or revisions to the existing curriculum which promote human rights values and GEWE > Any new curriculum designed will be piloted in at least 5 schools, with support provided to teachers to train them on the new curriculum. The pilots will be reviewed and evaluated, with changes made to the new curriculum as necessary before it is rolled out across the region 	20,000	Staff time	100,000	100,000	100,000	Consultant/development partners Pilots (training, materials, monitoring, etc)	20,000 300,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>Strategy 10.3: ABG Education and Health Departments will work together to develop comprehensive sexuality education (CSE) programmes for young people</p> <ul style="list-style-type: none"> > Both Departments will collaborate to integrate CSE into the school curriculum, for young women and young men (Cross-reference curriculum piloting under Strategy 10.2 – CSE curriculum pilot can be included at the same time) > Both Departments, with support from NGOs and development partners, will design a specific Project Proposal focused on reaching out-of-school young people to offer CSE and other relevant education services 	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	0
<p>Strategy 10.4: The ABG Health Department will ensure that women and girls across Bougainville have access to high-quality health services, promoting healthy and safe living</p> <ul style="list-style-type: none"> > ABG Health Department will publish the specific health initiatives, targets and monitoring frameworks that track how the ABG is addressing women's health, including in relation to maternal mortality rates, family planning, FSV service provision and other such issues > ABG Health Department will work with development partners to develop an education and awareness programme aimed at educating women and girls about their reproductive health issues (as well as men, as appropriate) to encourage them to get regular preventive checks > BWF will continue to work with the ABG Health Department to implement regional Family Sexual Reproduction Trainings at the Community Government and Ward levels 	Staff costs	Staff costs	Staff costs	Staff costs	Staff costs	Staff costs	100,000
	Staff costs	Staff costs	Staff costs	Staff costs	Staff costs	Training, travel, food, venue	
	20,000	20,000	20,000	20,000	20,000		
Sub-total	60,000	20,000	130,000	130,000	130,000		470,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>Strategy 11.2: Business and entrepreneurship skills development activities for women are designed and implemented</p> <ul style="list-style-type: none"> > OGE/DCD will work with development partners to commission a review of existing skills training offered to women across the region, incl. what is working, what has not been successful and what might be effective for replication, in order to then work with partners on developing or scaling up initiatives for women. Specific Project Proposals will subsequently be developed as needed > OGE/DCD will work with DCTI to engage the private sector and business groups in discussions on how they can more proactively support business development that is inclusive of women > OGE/DCD will work with UNDP to support the new Innovation Hubs, with a focus on monitoring the effectiveness of the Hubs in supporting women, gathering good practices and lessons learned, and identifying options for further support 	20,000	Staff time	Staff time	Staff time	Staff time	Consultant	20,000
	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	
	Staff time	Staff time	Staff time	Staff time	Staff time		
<p>Strategy 11.3: Recognising the connection between land and economic empowerment, the ABG will ensure that women's role as custodians of land is recognised in government decision-making</p> <ul style="list-style-type: none"> > OGE/DCD will convene meetings with ABG Departments and NGOs – in different regions as required – to discuss and agree approaches for strengthening mechanisms for land dispute resolutions and property ownership to ensure women's customary and legal rights are properly recognized, in particular, in the context of negotiations to utilize land for economic development > OGE/DCD and BWF will develop resources (brochures, videos, etc) on women's land rights and mediation processes > ABG Justice Division will ensure women's participation and inputs are included in all discussions and decision-making related to land policy, mining and other sensitive issues 	10,000	10,000	10,000	10,000	10,000	Travel, venue, food	50,000
	10,000	10,000				Media, publishing	20,000
	Staff time	Staff	Staff time	Staff time	Staff time		
Sub-total	60,000	20,000	10,000	10,000	10,000		110,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
POLICY DIRECTIVE 12 – EMPOWERING WOMEN WITH DISABILITIES TO LEAD FULFILLING LIVES							
<ul style="list-style-type: none"> > Baseline: AROB People With Disabilities Policy launched in 2021, including a general section on women with disabilities > Indicators: Training activities delivered under this Policy involve at least 10% women with disabilities, with data collected through training evaluations, etc. <ul style="list-style-type: none"> > Knowledge of Gender Focal Points and key departmental staff strengthened on integrating women with disabilities into Government policies and programmes > DCD Disabilities Team collects disaggregated data on women with disabilities, when reporting on the AROB People with Disabilities Policy. 							
Strategy 12.1: Ensure that the rights of women with disabilities are meaningfully mainstreamed and addressed > OGE/DCD works with partners to organises at least 1 training per year for Gender Focal Points and other departmental staff on how to integrate women with disabilities into government activities > OGE/DCD proactively includes women with disabilities in all consultations related to GEWEPS, to ensure that the issues and needs of women with disabilities are included in all policies, programmes and budgets developed to address GEWE > OGE works with the DCD Disabilities Team to ensure that the rights of women are integrated into their own mainstreaming work and progress for women and girls is separately monitored and reported on > - OGE GBV Coordinator ensures that GBV crisis responses and recovery services are properly designed to ensure accessibility for women and girls with disabilities	20,000	20,000	20,000	20,000	20,000	Training, travel, venue, food	100,000
	Staff time	Staff time	Staff time	Staff time	Staff time		
	Staff time	Staff time	Staff time	Staff time	Staff time	Staff costs	
	Staff time	Staff time	Staff time	Staff time	Staff time		
Sub-total	20,000	20,000	20,000	20,000	20,000		100,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>POLICY DIRECTIVE 13 – WOMEN'S SECURITY AND ENGAGEMENT MAINSTREAMED INTO BOUGAINVILLE NATURAL RESOURCE MANAGEMENT, CLIMATE CHANGE AND NATIONAL DISASTER RESPONSES</p> <ul style="list-style-type: none"> > Baseline: Women are only involved in CC activities on an ad hoc basis; limited training provided for women re: CC, natural disasters, NRM; women were involved as mediators in relation to NRM conflict previously, but only on an ad hoc basis > Indicators: International and national climate change delegations include at least 30% women, who participate actively in producing reports and engaging in meetings <ul style="list-style-type: none"> > Cohort of at least 10 women have their capacities strengthened as mediators in relation to NRM and land management > Cohort of at least 50 women trained in relation to renewable energy approaches (solar, wind, etc) > Disaster management data shows women involved in planning and delivery of disaster management and relief activities 							
<p>Strategy 13.1: GEWEPS are mainstreamed into the Bougainville climate change response at the international and national level</p> <ul style="list-style-type: none"> > ABG includes at least 30% women delegates in international & regional climate change delegations and in all national policy and coordination mechanisms > OGE/DCD contributes to the development of and/or reviews all climate change policy and planning documents, reports and other official papers on how AROB is responding to climate change to ensure they: <ul style="list-style-type: none"> > Specifically include GEWEPS analysis, issues and policy priorities > Capture gender-disaggregated, transparent and accessible data > OGE/DCD delivers at least 1 training per year to officers within the Bougainville Department of Climate Change and Resilience on integrating gender equality approaches into climate change activities 	-	-	-	-	-	Existing DCC travel budget	
	Staff time	Staff time	Staff time	Staff time	Staff time	Staff	
	5,000	5,000	5,000	5,000	5,000	Workshop, venue costs, training materials	25,000
<p>Strategy 13.2: Women are actively involved in natural resource management activities, incl. as negotiators and mediators in relation to potential conflicts</p> <ul style="list-style-type: none"> > Natural resource management and extraction initiatives shall: <ul style="list-style-type: none"> > Be subject to a GEWEPS and community impact assessment > Include “the impact on GEWEPS” as one of the issues considered by decision-makers > Integrate GEWEPS into subsequent mitigation and monitoring plans > Women are included as mediators and negotiators in Government activities related to natural resource and extractive industries contracts > 1 training per year provided to strengthen a cohort of women mediators, in particular in relation to NRM and land management 	Staff time	Staff time	Staff time	Staff time	Staff time	Staff	
	10,000	10,000	10,000	10,000	10,000	Workshop, venue costs, training materials	50,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>> Strategy 13.3: Local initiatives and commitments to address climate change in relation to food security, climate resilient agriculture, natural resource and land use planning and management integrate GEWEPS principles and approaches</p> <p>> ABG climate change adaptation and mitigation, conservation and coastal/marine resource management projects & technologies designed and rolled out in consultation with women and local women's organizations to ensure that they respond to women's needs, capacities and knowledge, including:</p> <ul style="list-style-type: none"> > Efforts to roll out renewable energy, including solar and wind, that ensure women are included in their planning, construction, operation and maintenance, with training provided as necessary > Mangrove planting and management efforts that include women > Seaweed farming to restore habitat for shellfish that include women <p>> DPI, with technical support from the OGE/DCD will organise at least 2 workshops per year to capture, promote and strengthen the climate resilient knowledge and practices of women in communities, including those at risk of being left behind. Topics may include:</p> <ul style="list-style-type: none"> > Local food crop management, and food security approaches + food crop calendars to help families determine the correct crops to plant and when > Soil testing, selecting and preserving seeds, maintaining plant nurseries, preparing organic fertiliser, using integrated pest management, and selling vegetables and leafy greens in farmers' markets 	Staff time	Staff time	Staff time	Staff time	Staff time	Staff	
	20,000	20,000	20,000	20,000	20,000	Workshop, venue costs, training materials	100,000
	20,000	20,000	20,000	20,000	20,000	Workshop, venue costs, training materials	100,000
<ul style="list-style-type: none"> > Climate resilient approaches to ensuring access to clean and safe drinking water and sanitation > Implementing "plastic free" zones across Bougainville and provide training to women in local villages to raise awareness and facilitate this work 							
<p>Strategy 13.4: Strengthen women's engagement in food security activities</p> <p>> BWF hosts World Food Day and World Rural Day (16-17 October) to actively engage women in trainings on sustainable food crops & agriculture, food security and CC promoting their involvement in food sustainability/security</p> <p>> BWF works with District Womens Federations to engage women to promote healthy diets based on local, sustainable ingredients</p> <p>> OGE/DCD and BWF will work with DPI to support women to access a Seed Bank and engage with women on seed production and saving practices in support of more efficient and resilient agricultural production</p>	10,000	10,000	10,000	10,000	10,000	Venue, food, Training experts	50,000
	10,000	10,000	10,000	10,000	10,000	Training	50,000
	10,000	10,000	10,000	10,000	10,000	Consultant	50,000

OUTPUT / BASELINE & INDICATORS / ACTIVITIES	TIMEFRAME 2023-2027					BUDGET	
	2023	2024	2025	2026	2027	DESCRIPTION	AMOUNT
<p>Strategy 13.5: Disaster risk planning & response efforts integrate GEWEPS</p> <ul style="list-style-type: none"> > The Disaster Office, with technical support from OGE/DCD, will assess and strengthen the gender-responsiveness of disaster risk and recovery plans > Disaster Officer will publish existing Disaster Management Plans for the region and districts, with an explanation of how plans will engage women and girls in communities and specifically address their needs and concerns > Disaster Officer will engage women in communities to identify and assess hazards, and collect and examine data > Disaster Office frameworks which monitor how effectively the Office responds to disasters will include specific gender-related indicators > When planning disaster response, the Disaster Office will designate an Officer(s) to engage with women & ensure their needs are met¹⁹ reporting back to the Disaster Coordinator on the gender-responsiveness of the design, planning and implementation > Disaster Office, with technical support from OGE/DCD, will assess & strengthen women's ability to participate in & respond in early warning efforts with at least 1 training activity per year for women to enhance their response capacity > Disaster Office, with OGE/DCD, will provide 1 training per year to personnel, incl first responders, on gender-responsive disaster risk planning & response 	Online						
	10,000	10,000	10,000	10,000	10,000	Consultations, travel for data collection	50,000
	Staff time	Staff time	Staff time	Staff time	Staff time		
						Staff	
	Staff time	Staff time	Staff time	Staff time	Staff time		
	10,000	10,000	10,000	10,000	10,000		50,000
						Training	
	10,000	10,000	10,000	10,000	10,000	Training	50,000
Sub-total	115,000	115,000	115,000	115,000	115,000		575,000

19 For example, through monitoring hazards and seasonal weather patterns, timely and accessible information and communication on disaster risk, distribution of warnings, and public awareness-raising and education

ANNEX 1: BEC DECISION 54/2103 –
ENDORISING GEWE STRATEGY & NEW OGE

Autonomous Bougainville Government
OFFICE OF THE BOUGAINVILLE EXECUTIVE COUNCIL

Facsimile: 973-9408
Telephone: 973-9415

P O Box 322
Buka
Autonomous Region of Bougainville

Meeting No. 12 of 2013

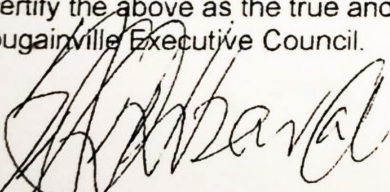
Decision No. 54 of 2013 Date: 10 /12/2013

**SUBJECT: PROPOSED ABG POLICY ON GENDER EQUALITY, WOMEN'S
EMPOWERMENT, PEACE AND SECURITY**


On the 10/12/2013, the Bougainville Executive Council:

1. Noted the contents of this policy and the importance of gender equality for the creation of a safe, secure, respectful and sustainable Bougainville in which all Bougainvilleans (men and women, boys and girls) have access to basic services and human rights and can contribute equally to the economic, social and cultural development and advancement of Bougainville.
2. Endorsed the Policy on Gender Equality, Women's Empowerment, Peace and Security
3. Endorsed the creation of the Gender Unit within the Division on Community Development, and the eventual establishment of the Office of Gender Equality at the highest level of Government; **ABG**.
4. In Principle, endorsed the annexed Draft Action Plan on Women Empowerment, Peace and Security.

I certify the above as the true and correct record of decisions reached by the Bougainville Executive Council.


Hon. Patrick Nisira
Vice President

Confidential


Kevin Marimyas
Secretary

