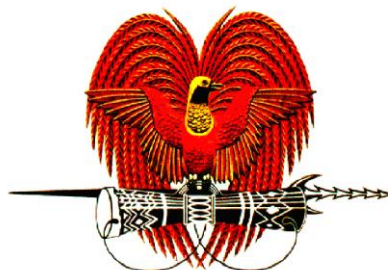


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# Whole of Government - GESI Branch

## Cross Sectoral Initiatives and Approaches for Inclusive Development & Women Empowerment

Wednesday, 19<sup>th</sup> October, 2016

**Secretary for DPM**

**Mr John Ma’o Kali, CMG, OBE**

# Presenter

Mrs Mary Miriam Albaniel

Whole of Government

Acting Manager for Gender Equity & Social  
Inclusion Branch

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# Opening Remarks

- Corporate Vision for DPM  
2016 - 2018

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# Outline of Session

1. Introduction & Background
  - PS GESI Policy
2. Cross Sectoral Initiatives for inclusive development and women empowerment
3. Approaches for inclusive development and women empowerment
4. Challenges
5. Ways Forward
7. Conclusion



# Introduction and Background

## PS GESI Policy

- i) Consultation across the whole of government  
- 2011/2012
- ii) NEC Decision on 17 December 2012
- iii) Policy launched on 30 January 2013
- iv) DPM Circular Instruction No. 7 of 2013  
- 20 March 2013
- v) DPM Circular Instruction No. 8 of 2014  
- 4 July 2014



# Cross Sectoral Initiatives

Increase the number of women in the WoG

1. 35% into the Workforce by 2017 or the lifespan of the PS GESI Policy
2. 15% increase into the Executive Management or decision-making roles by 2017 or the lifespan of the PS GESI Policy

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# DPM Circular Instructions

## 1. No.7 of 2013

**To implement the PS GESI Policy in the whole of government**

## 2. No.8 of 2014

**To establish the GESI positions in the whole of government**



# Approaches for inclusiveness

## Development and Women Empowerment

### 1. PS WIL

- Public Service Women in Leadership Program

### 2. Action Research

- District Women Empowerment





# PS WIL – Women in Leadership

2013 – 2015

Consultations

- Women Groups through-out the whole of government, Private Sector, NGO and Donor Partners
- PS National Women's Forum on 2 December 2015 for the same Women Groups
- Resolution for a Way Forward

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# PS WIL – Women in Leadership

2016

DPM – Leadership Precinct (ELD)

- Draft Implementation Plan for the 2015 Resolutions
- Proposed 2<sup>nd</sup> National Women’s Forum in December 2016
- Proposed National Steering Committee at CACC Level
- Proposed Agency Steering Committees at Agency Level

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# PS WIL – Women in Leadership

2016

DPM – Whole of Government (GESI)

- PS GESI Policy roll-outs
- PS GESI Policy Induction & Implementation Planning Sessions
- Setting up WIL Groups for all agencies
- Setting up PS MAN for all agencies (defend the Human Rights of Women and Girls including vulnerable groups of people)

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# Action Research

- District Women Empowerment

A research was trialed in Abau District last year through PNG EPSP and the reports will be discussed with the PNG Government Facility under Abt JTA for progressive work plans for 2017 Year.



# Capacity Needs Analysis

- **Leadership Precinct (ELD)**
  - Senior Management Women (Grade 16 +)
  - Draft Implementation Plan(2015 Resolutions)
- **Whole of Government (GESI)**
  - Middle Management and Lower Women(G15 -)
  - CNA Policy & Toolkit (Policy Division in DPM)
  - Conduct CNA surveys for Women and refer them appropriately for Capacity Development (after launching of the CNA)



# Challenges

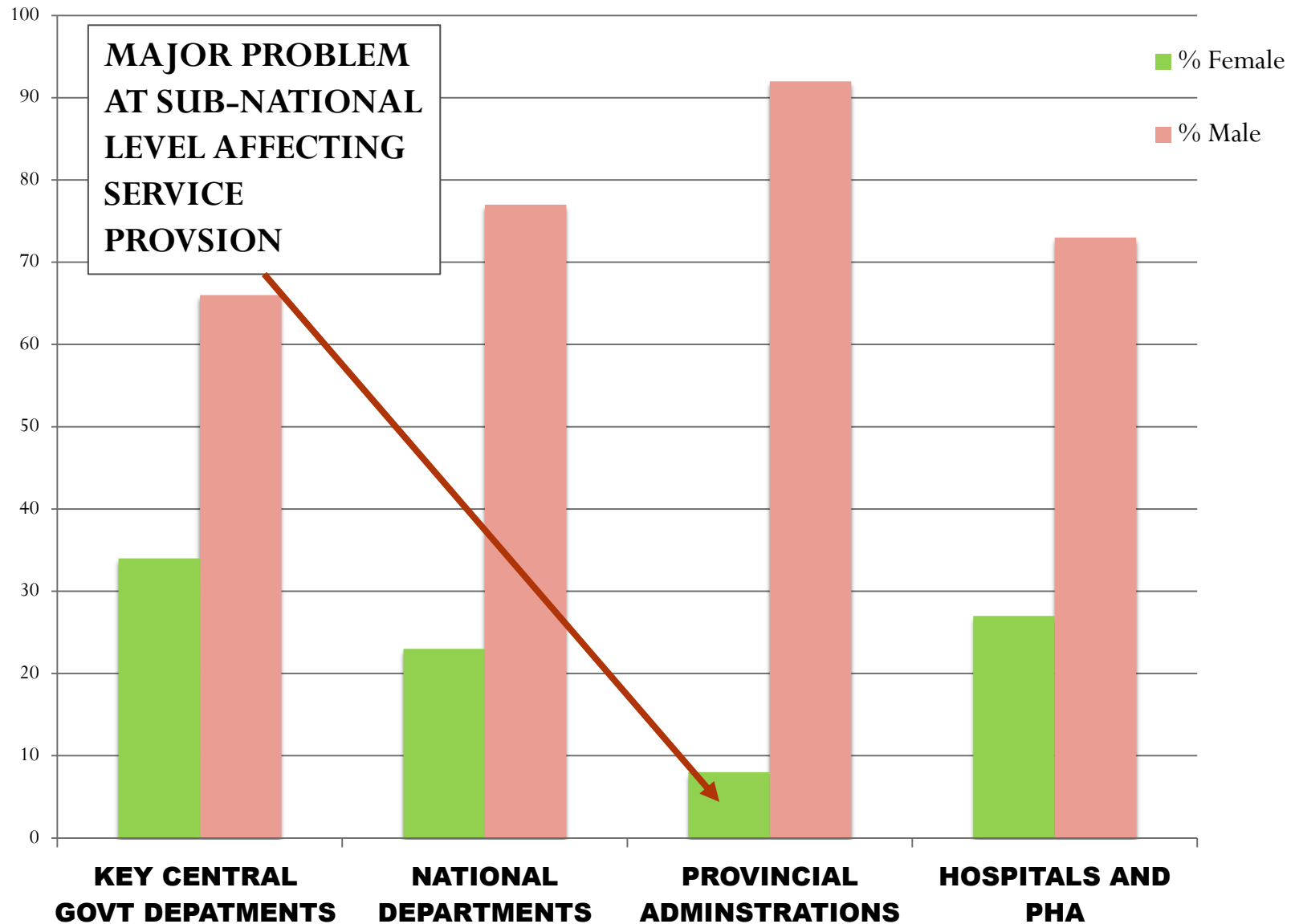
- Male Dominance – current decision makers
- Suppression – women to women
- Coercion – male partners against advancement for women in the workforce
- Budget Constraints – donor support

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# Senior Public Service Contract Officers

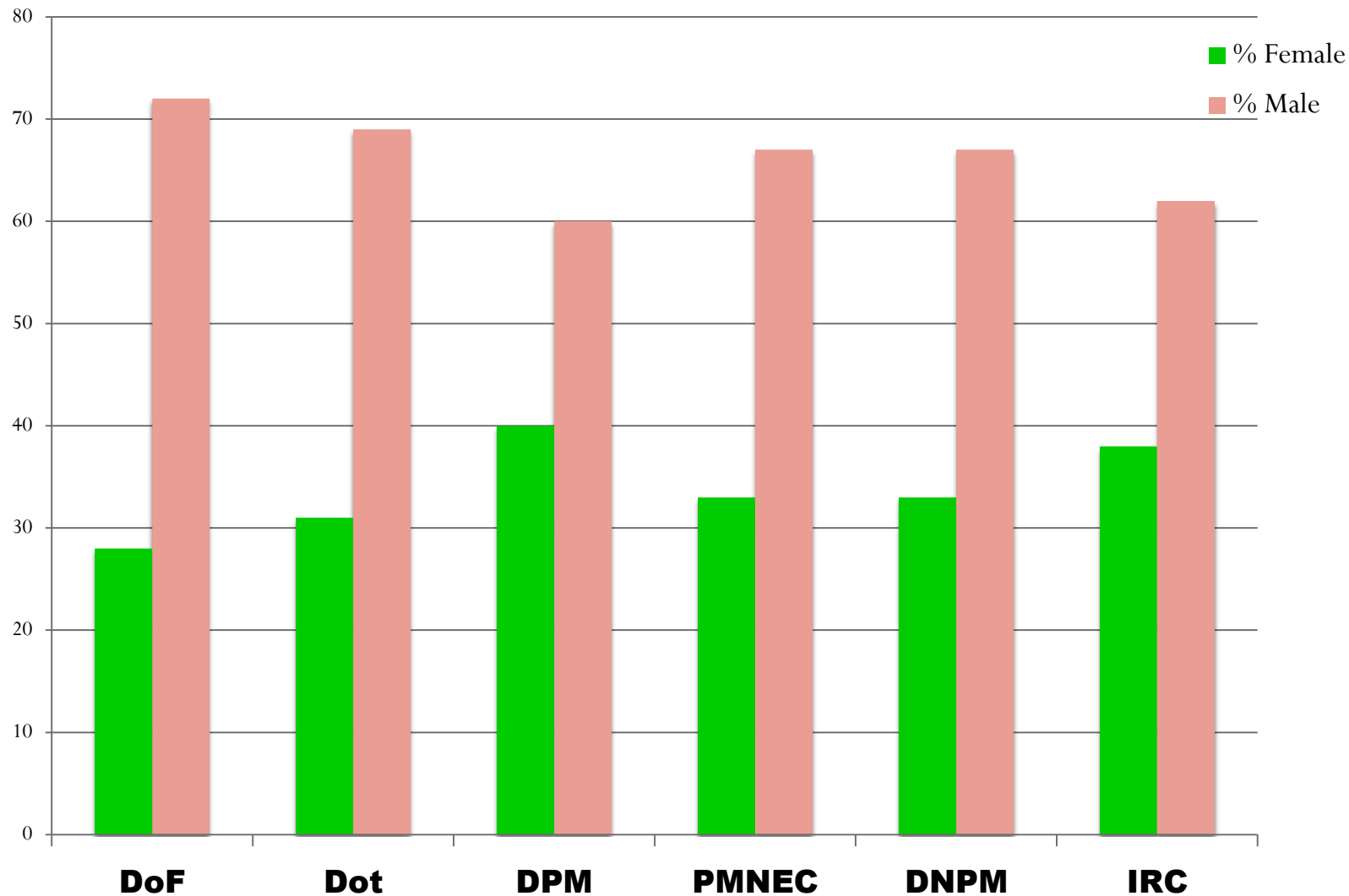


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# Central Govt. Agencies Senior Contract officers



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# Way Forward

- Proposal for DPM Secretary to negotiate for funding at his level for 2017 and forward to implement the PS GESI Policy.

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# Impact Statement



**The weak can never  
forgive. Forgiveness  
is the attribute of  
the strong.**

*Mahatma Gandhi*



# Conclusion

- **PS WIL Program**

- Executive Management (Executive Precinct)
- Middle Management & Lower (WoG –GESI)

- **Steering Committees**

- Executive Management (CACCC Level)
- Middle Management & Lower (Agency Level)



# End of Session

# Thank you!

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