



**“MALE ADVOCATE ROLE'S AND MALE
ADVOCATE RESPONSIBILITIES IN A
CHANGING WORLD”
BY JOELSON MAODINA ANERE**

**A PRESENTATION AT THE 2019 PNG UPDATE
CONFERENCE ON THE 9th AUGUST,2019 AT
THE UNIVERSITY OF PAPUA NEW GUINEA**



PRESENTATION OUTLINE

- Introduction
 - Snapshot of the GESI Policy 2013
 - overview of the PNG PS MAN - Kokoda Trail Commitments of 2013
- Project Development Objective of PNG PS MAN
 - Objectives of the PNG PS MAN
 - functions of PNG PS MAN
- Key Focus Area's and Key Components of the PNG PS MAN
 - Key Components
 - Focus Areas
- Governance of the PNG PS MAN and Guiding Principles of the PNG PS MAN
 - Guiding Principles of the PNG PS MAN
 - Governance Framework of the PNG PS MAN
- Challenges & Weakness of the PNG PS MAN
 - Challenges
 - Weaknesses
- Recommendations, Conclusions, & Questions
 - Recommendations
 - Conclusions
 - Questions



National Public Service
Gender Equity & Social Inclusion
(GESI) Policy - Policy Implementation
Planning Session.

"Rise up, step up, speak up"



Gender Equity and Social Inclusion Principles and Values

- Fair and participative decision making
- Freedom from bias
- Transparent processes
- Reasonable adjustments to remove barriers to employment
- Engaged employees performing to their full potential
- Respectful communication
- Demonstrated, more democratic leadership
- A safe work place and created opportunities for advancement for every employee.



Circular Instruction 8/2014

- DEPARTMENT
- OF PERSONNEL MANAGEMENT
- Office of the Secretary
- PO Box 519, WAIGANI, 131, NCD, Papua New Guinea
- Telephone: (675) 327 6379 / 327 6422 Facsimile: (675) 325 0520 Website: www.dpm.gov.pg
- CIRCULAR INSTRUCTION NO 8 OF 2014.
- Date : June 12 2014
- File :
- To : ALL NATIONAL DEPARTMENT HEADS
- ALL PROVINCIAL ADMINISTRATORS
- HEADS OF PUBLIC SECTOR AGENCIES
- CEOs OF HOSPITALS AND PUBLIC HEALTH AUTHORITIES
- Subject: CREATION GESI POSITIONS IN AGENCY STRUCTURE AND INCLUSION OF GESI ACTIVITIES INTO MANAGEMENT ACTION PLANS FOR APPROPRIATE BUDGET SUBMISSION.
- Purpose
- The purpose of this Circular Instruction is to inform all Department Heads, Provincial Administrators and Heads of Agencies that
- Background
- The National Public Service Gender Equity and Social Inclusion (GESI) Policy was approved by NEC Decision No: NG172/2012 on December 13, 2012. Following this approval, the GESI Policy was launched on January 30, 2013, by the Minister for Public Service Sir, Dr Puka Temu, MP on behalf of the Prime Minister Rt. Hon Peter O'Neill.
- Circular Instruction No 7 of 2013 was issued on March 20, 2013, by DPM Secretary to all National Department Heads, Provincial Administrators, heads of public sector agencies and CEOs of Hospitals and Public Health Authorities directing implementation of the GESI policy.
- Ongoing implementation planning sessions are being conducted with departments, agencies and provincial administrations to discuss the policy content and strategies for implementation and mainstreaming. One such strategy is the appointment of GESI Focal Points and GESI Committees to be responsible for overseeing the implementation of the policy in the respective organisations.
- Creation of GESI Positions in Agency Structure
- Accordingly to give prominence to the implementation of the GESI policy and to strengthen the roles of GESI focal points, all Departmental Heads, Provincial Administrators and Heads of Agencies are instructed to once having completed GESI Policy Implementation Training;
- 1. Create GESI positions in their organisation structure and should be at a manager/supervisory level reporting directly to the head of the organization. Additional subordinate positions can be created if the need arises and, (Details of other major duties, skills required, knowledge and accountabilities are included in the draft job description attached.)
- 2. Include GESI activities into the Corporate Plans and Management Action Plans and
- 3. Make submissions to the Department of Treasury for appropriate budget allocation for the GESI positions and activities.
- Enquiries
- All enquiries in relation to this circular instruction can be directed to the following;
- (a) Mr. George Taunakekei, Executive Manager Workforce and Organisation Development Division on telephone number(s) 327 6314/6444 and email address; george_t aunakekei@dpm.gov.pg and
- (b) Mrs. Agnes Friday, Executive Manager HR Advisory Services Division on telephone numbers 327 6355 and email address; agnes_friday@dpm.gov.pg.
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Overview: Male Advocacy Network

- The MAN Program is the joint initiative of the Department of Personnel Management and Australian Aid. This program is funded by the Economic and Public Sector Program (EPSP). This program's major sponsor is Australian AID and conducted, its first training was from the 19th to the 23rd August, 2013 at Kokoda Trail Motel at Sogeri, outside Port Moresby City.
- Please note for your ease of reference the training culminated in the “Kokoda Trail Commitment dated 23rd August, 2013” and the official name of the Male Advocacy Network is – The PNG National Public Service Male Advocacy Network for Women's Human Rights and the Elimination of all forms of violence against Women and Girls.
- Importantly, the program builds on the results of the commitment made by men in 2012 who made the White Ribbon Oath not to commit, excuse, or remain silent about violence against women. This program responds to the interests shown in 2012 and towards mobilizing public sector male advocates to support the implementation of the GESI policy and the Kirapim Wok GESI Campaign which was launched in November, 2013.

Project Development Objective (PDO)

- The overall program objective of the program is -“working with men and under the guidance of women’s groups to promote gender equality including women’s human rights in PNG”.
- It’s primary objective is train and support men to support women’s equality, human rights, access to justice, and support services. This involves gaining insights and skills that mean that the advocates make positive changes in their personal lives, as well as community and professional environments.
- The secondary objective of the program focuses on how men can be used as advocates for change in the work place and community. This is enacted to address Family Sexual Violence (FSV) and structural gender inequalities. The program will use men as advocates for change only after they have demonstrated real change in their own attitudes and behaviors towards women. This personal change is a critical hurdle for male participants and emphasizes the importance of working in a way that is accountable to women’s rights.

The Key Components of PNG PS MAN

- The three components to the program:
 - a. Training of Male Advocates which comprises of two stages of week-long training which are provided by recognised International Human Rights Trainers.
 - b. The establishment of the public sector male advocacy network and bi-monthly meetings.
 - c. On-going advocacy work in the public sector agencies and community outreach work by individual male advocates.

Key Focus Area's of PNG PS MAN

- The Key Focus Area's for the PNG Public Service Male Advocacy Network (MAN) are:
- Advocacy For Women's Voice in Decision-Making
- Advocacy For Gender Justice Measures be implemented for the Prevention of Gender Based Violence (Domestic Violence)
- Advocacy For more inclusive Education and Training packages that should also include women
- Advocacy for Women's Health & Well Being
- Advocacy for Fair Treatment for Women and People Living With HIV/Aids
- Adocacy for Women's Economic Empowerment

Governance Framework of PNG PS MAN

a) Within a Paid Position:

i. Implement the GESI in their work processes.

ii. Assist focal points in ensuring other PS men are understanding and implementing the GESI.

iii. Ensure there are effective policies and procedures in place to support women Public Servant (PS) staff who are being subjected to men's violence and sexual harassment. This means that the help desk is able to process complaints correctly.

iv. Ensuring that their agency, where relevant, is providing effective services to women's survivors of men's violence.

v. Organize training events for men within their department on women's rights with focus on violence.

vi. Informally educate other men about myths related to men's violence against women.

Governance Framework of PNG PS MAN

b) Outside their paid position:

i. Informally educate other men about myths related to men's violence against women through incidental conversations and challenges.

ii. To employ mass media opportunities to support positions on women's rights and challenges examples of sexism in media.

iii. Facilitate women's access to formal justice system, particularly for survivors of violence., example, assisting in reporting perpetrators to Police.

iv. Demonstrate he is acting in accordance with women's rights within his personal and public life. This means by way of example, absence of abusive behavior, willingness to decrease inequality in division of labour within the household, no sexually inappropriate behavior, no illegal activity.

This last point is essential bottomline which if breached will result in the said man being removed from the Male Advocacy Network and asked to stop referring themselves as Male Advocates.

Guiding Principles of PNG PS MAN

- Women and Men are equal
- supports women's human rights and gender equality
- acknowledge male privilege and power within a relationship, community, and power relations
- acknowledges, recognize, and value women's struggle, work, and effort in advocating for equal rights and women's right to a life free from violence
- work with and accountable to women's groups
- support unequivocally victims/survivors access to justice

The program is mainly about men giving up power and privilege to achieve equality with women.

Male Advocacy Network Story



Do what you
feel in your heart
to be right—
for you'll be
criticized anyway.
—Eleanor Roosevelt





Challenges



- LACKS A THEORY OF CHANGE
- DOESN'T REALLY INFLUENCE POLICY DESIGN, FORMULATION, IMPLEMENTATION, AND DELIVERY BECAUSE ITS A VOLUNTARY ROLE
- LACK OF FUNDING FOR ADVOCACY WORK, SENSITIZATION WORKSHOPS, AND PROVINCIAL AWARENESS
- LACK OF A MONITORING AND EVALUATION OF THE PROGRAM PARTICULARLY IN TERMS OF IMPACT ASSESSMENT OF THE PROGRAM
- LACKS A CULTURE OF GROWING LEADERSHIP SOIL THROUGH THE MALE ADVOCACY NETWORK INITIATIVE



What is Impact Assessment?

- Impact assessment goes **beyond** monitoring and evaluation
- Monitoring/process evaluation is not necessarily concerned with “impact”:
 - It is interested in the way money is spent → **Inputs**
 - Whether procedures are being followed → **Timing, size of program**
 - Whether program is delivered → **Outputs**
 - How beneficiaries fared after the program → **Not necessarily as a result of the program**



What is Impact Assessment?



Example 1: A fertilizer program



Source: Center for Monitoring
and Development, University
of MANNHEIM, GERMANY

- **Inputs:** 50kg bags of fertilizers per smallholder farm
- **Outputs:** 40% of smallholder farmers had access to the 50kg bags
- **Outcomes:** Increase in crop yields of 18% between the beginning and the end of the program
- **BUT** was this increase **CAUSED** by the program?
- What is the impact on **other outcomes**? E.g. income, food security, investments on plots...
- Are impacts the **same for all**? E.g. big/small farms, young/old farmholders, men/women



Why Impact Assessment?



- **Trillions US\$ spent** for development programs

→ Donors demand rigorous evidence of impact

- Impact Assessment can help us to find out:
 - **Which intervention** works best?
 - **For whom/what** an intervention works best?
 - How a working intervention can be **scaled up**?
 - Which intervention is the **most cost-effective**?

Source:
Center for Monitoring and
Development, University of
MANNHEIM, GERMANY

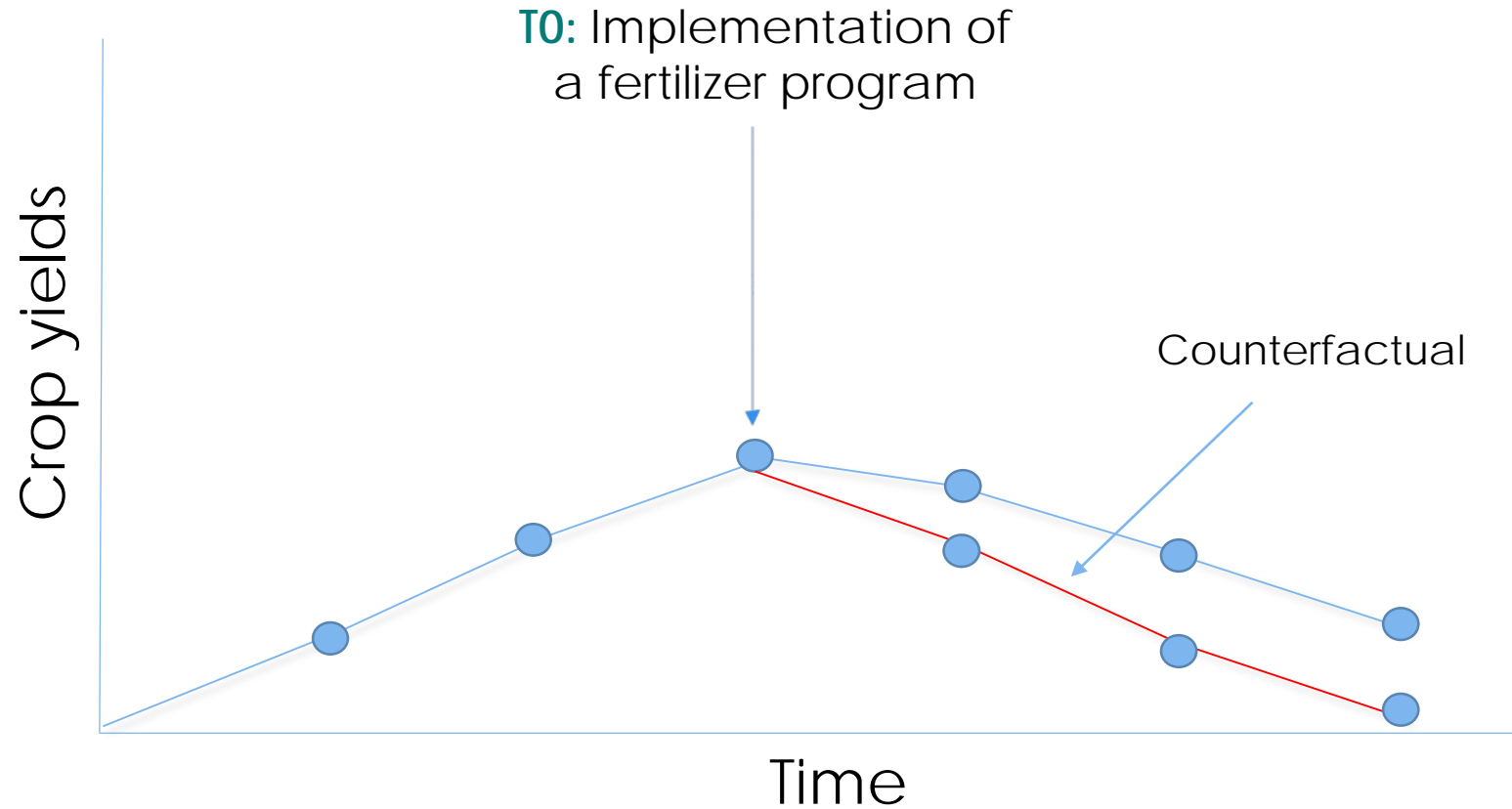


GREATER
IMPACTS



How to measure impact?

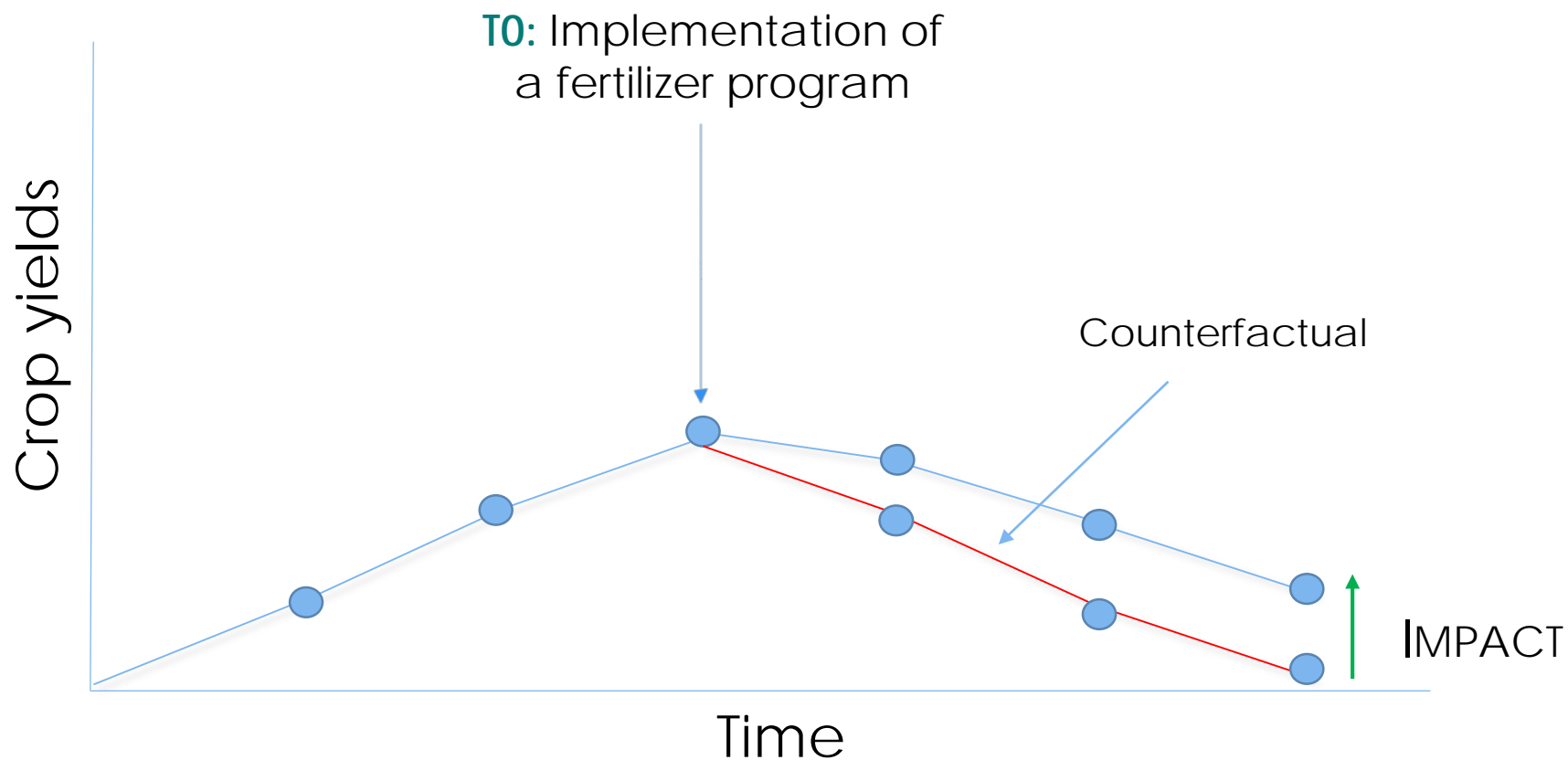
We need to know the „counterfactual“



Source:
Center for Monitoring and
Development, University of
MANNHEIM, GERMANY



How to measure impact?



Source:
Center for Monitoring and
Development, University of
MANNHEIM, GERMANY



WEAKNESSES



- LACKS A THEORY OF CHANGE
- DOESN'T REALLY INFLUENCE POLICY DESIGN, FORMULATION, IMPLEMENTATION, AND DELIVERY BECAUSE ITS A VOLUNTARY ROLE
- LACK OF FUNDING SUPPORT FOR ADVOCACY WORK, SENSITIZATION WORKSHOPS, AND PROVINCIAL AWARENESS
- LACK OF IMPACT ASSESSMENT
- LACKS SUPPORT FROM POLITICAL LEADERSHIP
- LACKS SUPPORT FROM BEAUCRATIC LEADERSHIP PARTICULARLY FROM MEN
- LACKS SKILLS IN HUMANITARIAN DIPLOMACY



RECOMMENDATION



- GLOBAL BUSINESS FOR GENDER EQUALITY CERTIFICATION OR EDGE-CERT AS ANNEX TO GESI POLICY 2013
- ADDING EDGE AS ANNEX TO THE KOKODA TRAIL COMMITMENTS OF 2013
- USING EDGE-CERT TO DEVELOP A MEASURING STICK TO MEASURE THE PNG PS MAN
- INVITE EDGE TO CONDUCT A END OF THE YEAR ASSESSMENT OF THE PNG PS MAN HITS AND MISSES IN LINE WITH ITS PROJECT DEVELOPMENT OBJECTIVE (PDO).



CONCLUSION



- EXCELLENT HOME GROWN PROGRAM INITIATIVE BY THE GOVERNMENT AND DEVELOPMENT PARTNERS
- GOPNG TAKING OWNERSHIP OF THE PROGRAM IS A GOOD THING BUT WILL CLASH WITH THE RECENTLY LAUNCHED HIGH-LEVEL SPOT-LIGHT INITIATIVE BY UNDP
- RE-SCOPING OF THE PROGRAM IS NEED TO BETTER ALIGN WITH PRIORITIES OF THE GOVERNMENT IN IMPACTING GENDER BASED VIOLENCE
- FAMILY AND SEXUAL VIOLENCE, AND SORCERY-RELATED VIOLENCE AGAINST WOMEN.
- PROGRAM LACKS A THEORY OF CHANGE.

Male Advocacy Network Story



In the midst of change likes opportunity to learn from outstanding leaders irrespective of gender, race, class, religious beliefs or political affiliations.



ANY QUESTIONS???

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KETCH UP LON NE^XT UPDATE CONFERENCE