

Women Make the Change, Papua New Guinea

Summative Evaluation Report

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Acronyms

| | |
|--------|--|
| ARoB | Autonomous Region of Bougainville |
| ABG | Autonomous Bougainville Government |
| BHCP | Bougainville Healthy Community Program |
| BWF | Bougainville Women’s Federation |
| CEDAW | Convention on the Elimination of All Forms of Discrimination Against Women |
| CLRC | Constitutional Law Reform Commission |
| CSO | Civil Society Organisation |
| DDA | District Development Authority |
| DFAT | Department of Foreign Affairs and Trade, Australia |
| DfCDR | Department for Community Development and Religion |
| DIRD | Department of Implementation and Rural Development |
| DJAG | Department of Justice and Attorney General |
| DNPM | Department for National Planning and Monitoring |
| DPLGA | Department of Provincial and Local Government Affairs |
| ERG | Evaluation Reference Group |
| GBV | Gender-Based Violence |
| GEWE | Gender Equality and Women’s Empowerment |
| GoPNG | Government of PNG |
| IPPC | Integrity of Political Parties & Candidates Commission |
| IPU | Inter-Parliamentary Union |
| KEQ | Key Evaluation Question |
| LLG | Local Level Government |
| MDA | Morobe Disabled Agency |
| MFAT | Ministry of Foreign Affairs and Trade, New Zealand |
| MP | Members of Parliament |
| NCD | National Capital District |
| NCW | National Council of Women |
| NGE | National General Election |
| PILAG | Pacific Institute for Leadership and Governance |
| PNG | Papua New Guinea |
| PWD | Persons With Disabilities |
| ProDoc | Project Document |
| QUT | Queensland University of Technology |
| SHP | Southern Highlands Province |
| ToC | Theory of Change |
| TSM | Temporary Special Measures |
| WIL | Women in Leadership |
| WMC | Women Make the Change |

1 Executive summary

1.1 Introduction

Sustained efforts are needed to promote women's political empowerment and representation at all levels of governance. A multifaceted approach is necessary that addresses not only the lack of female candidates but also the cultural and structural barriers that prevent women from participating fully in political life and achieving gender equality (International Women's Development Agency).

The 'Women Make the Change' (WMC) programme is being delivered from January 2020 to December 2023¹ and has a budget of AUD5.1million. Funding is through the Australian Department of Foreign Affairs and Trade (DFAT) (71%) and the New Zealand Ministry of Foreign Affairs and Trade (MFAT) (29%). The programme aims to address barriers to women in leadership through four Outcomes:²

- **Outcome 1:** Legal and policy frameworks and arrangements promote gender balance in political decision-making bodies
- **Outcome 2:** A cadre of interested, diverse and capable women political leaders is formed at sub-national level
- **Outcome 3:** Women are perceived as equally legitimate and effective leaders as men
- **Outcome 4:** Women are promoted as leaders in gender sensitive political institutions.

In partnership with UNDP, PNG Government, Pacific Institute for Leadership and Governance (PILAG) and local Civil Society Organisations (CSOs), the programme engages with national and sub-national governments, and women in and aspiring to be in leadership. The geographic scope is the Autonomous Region of Bougainville (ARoB) and PNG provinces of: Enga, Southern Highlands Province (SHP), Hela, Milne Bay, National Capital District (NCD), Morobe, East Sepik, New Ireland and East New Britain (ENB) (UN Women, 2021).

1.2 Purpose, objective and scope of the evaluation

The purpose of the Evaluation Report is to: (i) inform decision-making regarding the next phase of the programme; (ii) support learning and accountability; and (iii) understand who has benefited, how resources were utilized and how partnerships contributed to the programme achievements.

The objectives of the end of programme evaluation are to:

- assess the relevance and coherence of WMC programme with respect to UN Women and broader UN system programmes
- assess effectiveness of the programme intervention in achieving the 4 programme outcomes.
- assess the sustainability of the intervention in achieving women' participation in politics and decision-making leadership roles
- collect impact stories from beneficiaries (both females and males), key government partners and stakeholders
- identify and validate lessons learned, good practices, challenges, examples, and innovations of efforts that support gender equality, human rights and youth empowerment
- provide actionable recommendations for UN Women, WMC programme.

¹ Costed extension from December 2022 to bridge the gap between phase 1 and phase 2, which would allow more time for phase 2 development and for DFAT to engage managing contractor onboard for Pacific Women.

² Referred to as 'outputs' in the ProDoc 2020 Results Framework Section VI (UN Women, 2020).

The evaluation questions follow; each have sub-questions (Annex 7). Questions were:

1. How relevant were the programme objectives, outcomes, and design in addressing the problems faced by women and their needs and priorities, adaptability to COVID-19 in participating in politics and leadership positions?
2. How compatible is the WMC intervention with other interventions?
3. How effective has the programme been in achieving results?
4. How efficient was the programme implementation?
5. What was the programme's contribution of the intervention to the voice and agency of women in political processes and women's participation in politics and leadership position?
6. What is the extent to which the net benefits of the intervention continue, or are likely to continue?
7. To what extent were the most marginalized groups (i.e., women, youths, persons with disability, LGBTQI) engaged in the programme?

The audience for the evaluation report includes national and local Government, UN Women, UNDP, CSOs, donors and multi-lateral partners and beneficiaries for learning, knowledge generation and strategic decision making, accountability and capacity development. The timeline under evaluation was from programme approval in 2020 to June 2023.

1.3 Methodology

A gender-responsive approach was utilised. Purposeful sampling was used to identify interview participants with attention to location, age, gender and (dis)ability. Interviews were completed with consent, included demographic questions to disaggregate results and de-identified content. Stakeholders were identified by WMC with some opportunistic sampling during data collection. NCD, Morobe and AroB were selected as the key geographic areas for in-person interviews. This selection was in consultation with UN Women and was based on selecting safe areas for the team to visit and areas where many and varied stakeholders participated in WMC.

Stakeholder interviews were completed between 11 May to 7 July 2023. Stakeholders included National government, Autonomous Bougainville Government (ABG), Provincial Governments, partners, donors, CSOs and beneficiaries. The team interviewed 67 people (78% female) individually or in groups. The impact of the lower number than planned 93 stakeholder is likely to be minimal as inputs were reaching data saturation. While one of the key stakeholders, the Secretary of Department for Community Development and Religion (DfCDR) was not reached despite multiple attempts, six of his staff were included.

Qualitative data analysis methods included document coding, interview thematic analysis, indicator and Results Framework analysis. Quantitative methods were limited to analysing the beneficiary numbers consolidated through consolidation of bi-annual donor reporting. Analysis occurred in parallel with data collection, enabling identification of areas where additional data was required to answer key questions or confirm emerging findings.

Limitations included the team's inability to reach all planned stakeholders however the inputs collected were extensive and had reached data saturation. The evaluation team utilized the available quantitative data but it is thought to have errors; these were removed and noted during analysis. Many of the inputs are from documents developed by WMC which could introduce self-reporting bias. The triangulation of these has been through stakeholder interviews however, independent verification has not been possible in all cases. The report identifies data sources throughout. See Annex 7 for evaluation framework, Annex 6 for interviews and 9 for synthesis methodology.

1.4 Ethics

The evaluation was guided by the UN Women’s Core Values and Competencies³, UNEG Ethical Guidelines (2020) and the Australian Evaluation Society’s Code of Ethical Conduct.

1.5 Findings

Evaluation Question 1: *How relevant were the programme objectives, outcomes, and design in addressing the problems faced by women and their needs and priorities, adaptability to COVID-19 in participating in politics and leadership positions?*

The programme objectives, outcomes, and design were relevant at conception and remained so over the implementation. As the context changed, the team was able to refocus; for instance, in adaptation to the constraints COVID-19 brought. Many stakeholders identified that women in leadership remains an area requiring support nationally and that work in targeted provinces and at sub-national levels could be strengthened.

Evaluation Question 2: *How compatible is the WMC intervention with other interventions?*

The program involved government and non-government stakeholders in implementation and in governance which broadly kept all informed and allowed for access to shared expertise and learning. The evaluation identified that improvements with more deliberate collaboration across UN programs, with development partners and in more streamlined engagements with common program stakeholders across UN agencies. CSO implementation partner capability and inconsistent government programme leadership were challenges. As a result, the coordination these groups might have offered was also limited.

Evaluation Question 3: *How effective has the programme been in achieving results?*

In general, progress has been good however across three outcomes of supporting policy and legislation changes, in building skills and in building awareness and changing attitudes in community. However, the changes in the number of women in leadership positions has been less successful with fewer activities directly addressing this. More women have stood for and been successful in the 2022 election however the influence that the program has had on this is only anecdotal; part of this judgement is because the data is not available about how voters’ attitudes have changed and the number of sub-national and other leadership positions which have been filled by capable women as a result of WMC.

Table 1: Effectiveness summary

| Outcome | Performance assessment |
|--|------------------------|
| Outcome 1: Support government initiatives to bring about policy and legislative changes to increase women in politics | Well |
| Outcome 2: Build skills of women who have credibility at Ward, District, Provincial levels | Well |
| Outcome 3: Women are perceived as equally legitimate and effective political leaders as men | Well |
| Outcome 4: Women are promoted as leaders in gender sensitive political institutions | Poorly |

Evaluation Question 4: *How efficient was the programme implementation?*

The programme has been able to adapt as required and deliver most of their design with fewer resources than planned. This indicates an efficient operation. Internally, the project structure has been challenging given staff turnover, the difficulties in engaging implementation partners in government and the CSO sector and in house logistics and financing. UN stakeholders commented on the high workload and this may have been the reason that some elements like reporting were not always of the highest quality or delivered on time. Outwards facing products like digital stories and training material were received well and of a high quality.

³

<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/About%20Us/Employment/UN-Women-values-and-competencies-framework-en.pdf>

Evaluation Question 5: *What was the programme’s contribution of the intervention to the voice and agency of women in political processes and women’s participation in politics and leadership positions?*

Changing community attitudes and political leadership are long term targets. At three years in, this evaluation can only look at early indicators and the potential of WMC to influence change. There is some evidence that the work done to date is having a positive impact on the voice of women. However, the data is not yet available to validate the qualitative inputs.

Evaluation Question 6: *What is the extent to which the net benefits of the intervention continue, or are likely to continue?*

The majority of stakeholders interviewed believed that change is happening and has the momentum to continue. In part this is attributed to the WMC, for instance, women’s networks, the establishment courses on the PILAG curriculum, positive legislation in ABG and IPPCC policies and the work of the now permanent Parliamentary Committee will support continuing work beyond the programme timeline.

Evaluation Question 7: *To what extent were the most marginalized groups (i.e., women, youths, persons with disability, LGBTQI) engaged in the programme?*

WMC was seen to be inclusive by most stakeholders interviewed however there is only some data to back this up. Stakeholders commented that they have been encouraged to change their policies and facilities to be more inclusive and accessible. During training, WMC involved men and women in some and supported women separately in other cases. In contrast, some stakeholders felt that there could be more of an effort to include mature people who would be great mentors, Persons With Disabilities (PWD), people from the LGBTIQ community and rural areas/communities, and youth [4 interviews, including PWD].

1.6 Conclusions

1. Positive changes in women’s ability to access leadership have occurred and are likely to continue. In part this is attributed to the WMC.
2. Pathways to leadership vary across different provinces, sectors, ages and abilities; these require different approaches to programming. Data-driven reflection identifying how different groups access and benefit from programming has been limited.
3. Implementation partner strengthening can be improved by more deliberate and coordinated collaboration with common stakeholders across UN programs and development partners.
4. Implementation partner capability and inconsistent leadership, particularly in government, were challenges enabling ownership and results.
5. The supply chain of women for political leadership can be more deliberately considered across private, public and faith-based organisations to identify specific pathways and needs. Women in leadership remains an area requiring support.
6. Partnering with UNDP has offered experience, credibility and access to stakeholders.

1.7 Recommendations

Numbering here aligns with the numbering of conclusions in the previous section. Recommendations are split into short and medium term timeframes.

1.7.1 Short term: Within the remaining implementation period

1.1 WMC to continue to strengthen the relationships with national and ARoB Government departments and leverage the permanent Parliamentary Committee. This will build sustainability through more embedded responsibilities and effectiveness of results as yet undelivered.

1.2 WMC and partners to continue to support individual women to increase skills and confidence to take up leadership positions. This will continue the work in raising women's technical ability and their confidence.

1.3 WMC, government and other partners continue to advocate to improve attitudes to women in leadership and drive change in local organisations and government.

2.1 UN Women and UNDP to strengthen programme monitoring, reflection and learning. Actively use results to improve and adjust programming, including understanding reach and demographics.

1.7.2 For future programming

Future programming developed during this time is recommended to align with GSW65. (<https://www.unwomen.org/en/csw/csw65-2021>).

3.1 UN Women and UNDP partner to continue to work at the sub-national levels to promote women in political leadership to address institutional barriers to women in leadership.

4.1 UN Women and UNDP partner to continue to strengthen PNG and ARoB non-government organisations and programs which will in turn build country ownership and sustainability.

5.1 UN Women and UNDP partner to diversify the cohorts of programme participants based on need. Have a structured approach to identifying and engaging with potential leaders within the public and private sectors, CSOs, faith-based organisations and through schools in order to reach those who will have the most impact.

6.1 UN Women and UNDP partner to use data to drive designs and decision making to deliver cost-effective and targeted assistance.

2 Introduction and Context

2.1 Papua New Guinea (PNG)

Sustained efforts are needed to promote women's political empowerment and representation at all levels of governance. A multifaceted approach is necessary that addresses not only the lack of female candidates but also the cultural and structural barriers that prevent women from participating fully in political life and achieving gender equality (International Women's Development Agency).

The challenges for addressing the lack of women's representation in political life in PNG are complex and involve systemic, structural, and cultural factors. One significant issue is the low percentage of women contesting elections. In 2023, there are only two women in 115 seats in the lower house of Parliament (Government of Papua New Guinea and UN Women; International Parliamentary Union (2023), 2023). Even when women do contest elections, they tend to lack the support and resources provided to male candidates by political parties, despite the introduction of The Organic Law on Integrity of Political Parties and Candidates (2001). This lack of party support is thought to have contributed to the majority of women candidates running as independents (Government of Papua New Guinea and UN Women).

PNG is a constitutional democracy, and the King of England, through his representative in PNG, the Governor General, is the Head of State. The laws that govern provincial and local level government come under the Constitution (1975). Most areas of Papua New Guinea are patrilineal, but some, such as Milne Bay and the New Guinea islands, are matrilineal (Government of Papua New Guinea and UN Women; International Women's Development Agency, 2017; Government of Papua New Guinea and UN Women).

Traditional politics in Papua New Guinea had different systems before colonisation, including chieftain systems, Bigman systems of accumulating wealth to distribute in feasts and ceremonies, and clan or tribal warfare (Government of Papua New Guinea and UN Women; Standish, 2007). Men dominated in public affairs, but their decisions were influenced by women's influence in family affairs. Traditional politics is still part of the social structure in villages today, and to succeed in politics in PNG, politicians need to work with all three power

structures – traditional, church, and government – and encourage them to collaborate and work together for the good of the community and sustainable development (Standish, 2013).

The roles of Local Level Governments (LLGs) and Wards, as well as the District Development Authorities (DDAs) in Papua New Guinea play a critical role in providing governance and services at the community level (UN Women, 2019). The introduction of the District Services Improvement Programme (DSIP) in 1984 (Development Policy Centre, 2021) and the subsequent establishment of DDAs (2014) has brought funding closer to the people, which is a positive step towards ensuring that communities have access to the resources they need. However, it is important to ensure that the DDAs have strong accountability systems in place to prevent corruption and ensure that resources are used fairly and effectively (Government of Papua New Guinea and UN Women).

2.2 Autonomous Region of Bougainville (ARoB/'Bougainville')

The Bougainville conflict (1988 to 1998) has had a significant impact on the region, with long-lasting effects on social and economic structures, including gender relations. Peace returned to Bougainville after the signing of the Bougainville Peace Agreement in 2001, which gave autonomy to the region with the Autonomous Bougainville Government (ABG) government forming in 2005 (Autonomous Bougainville Government, 2018). The ARoB now has its own Constitution and legislature, which recognizes traditional leaders and seeks to strengthen them and includes three reserved seats for women (Richard Eves, 2015).

The situation for women in Bougainville is complex, with differences in treatment and opportunities, for instance, the Community Government Act 2016 allows for equal representation (Autonomous Bougainville Government, 2016). It is encouraging to see that efforts are being made to address these issues, including through the development of community government frameworks and the promotion of inclusive decision-making; However, more work needs to be done to address the barriers that women face in becoming and working as leaders (National Democratic Institute, 2021; Lowy Institute, 2023).

2.3 Global and regional focus on women's leadership and political participation

The Beijing Declaration and Platform for Action, adopted at the United Nations Fourth World Conference on Women in 1995, recognized the importance of women's equal participation in decision-making and called for measures to promote women's leadership and political empowerment (Autonomous Bougainville Government, 2023). Similarly, the Millennium Development Goals, adopted in 2000, included a goal to promote gender equality and empower women, including through measures to increase women's participation in decision-making at all levels (United Nations, 2015).

The Sustainable Development Goals (SDGs), adopted in 2015, include specific targets related to women's participation in decision-making, particularly SDG 5 on gender equality and SDG 16 on peace, justice and strong institutions. These targets call for increased participation of women in political and public decision-making processes at all levels (United Nations Department of Economic and Social Affairs, 2022).

CEDAW, the Convention on the Elimination of All Forms of Discrimination against Women, is a United Nations treaty that requires states to take measures to eliminate discrimination against women and promote gender equality. CEDAW also calls for measures to ensure women's equal participation in decision-making (United Nations, 1979). In addition, various UN resolutions have called for measures to promote women's leadership and political participation, including Security Council Resolution 1325 on Women, Peace and Security (Office of the Special Adviser on Gender Issues and Advancement of Women, 2004).

In the Pacific, leaders have made commitments to promote gender equality and women's participation in decision-making through various policy actions. These actions include measures to accelerate women's participation in governance reform, increase the number of women in leadership positions, and promote women's political empowerment (Pacific Community, 2017).

3 Programme design

The WMC programme, being delivered from January 2020 to December 2023⁴, has a budget of AUD5.1million. Funding is through DFAT (71%) and MFAT (29%). The programme aims to address barriers to women in leadership through four Outcomes⁵:

- **Outcome 1:** Legal and policy frameworks and arrangements promote gender balance in political decision-making bodies
- **Outcome 2:** A cadre of interested, diverse and capable women political leaders is formed at sub-national level
- **Outcome 3:** Women are perceived as equally legitimate and effective leaders as men
- **Outcome 4:** Women are promoted as leaders in gender sensitive political institutions.

In partnership with UNDP, PNG Government, PILAG and local CSOs, the programme engages with national and sub-national governments, women in and aspiring to be in leadership. The geographic scope is the ARoB and PNG provinces of: Enga, SHP, Hela, Milne Bay, NCD, Morobe, East Sepik, New Ireland and East New Britain (ENB) (UN Women, 2021).

UN Women has extensive experience in supporting women's political leadership, including conducting gendered diagnostic studies, developing recommendations for temporary special measures, capacity development for women political candidates, and civic education on gender equality. Coordination within the sector and prioritizing do-no-harm principles, particularly with regard to addressing gender-based violence (GBV), are also important considerations in achieving effective results in this area. By working together and leveraging resources, the programme aims to maximize its impact and contribute to broader development goals in the region (UN Women, 2019). Assumptions included in the design were that there was political will for government to contribute to and adopt reforms, that a cadre of interested women were willing to enter politics, that raising awareness about gender equality will change attitudes and that institutions are open to change.

The Theory of Change ToC (Annex 10) lays out the activities planned to support the programme. They were to:

- support government initiatives to bring about policy and legislative changes to increase women in politics
- build skills of women who have credibility at Ward, District, Provincial and National levels
- build skills of young women leaders
- work with women, men and families to build awareness of the benefits of and support for women as leaders
- advocate at local and political levels for women and leaders.

To support Outcome 1, to promote gender balance in legal and policy frameworks, the four-year programme provided skilled technical advice and legislative drafting and to work with the Constitutional Law Reform Commission (CLRC) to support recommendations to lead to greater representation for women and mitigate any negative impacts. The programme also facilitated exchanges between potential women leaders and other elected women leaders to exchange ideas on campaigns, and male leaders visits to countries where women are already in leadership to change the views of men about women as good leaders.

⁴ Costed extension from December 2022 to address delays and costs associated with COVID-19 constraints.

⁵ Referred to as 'outputs' in the ProDoc 2020 Results Framework Section VI (UN Women, 2020).

The bulk of activities were planned in support of Outcome 2; developing women's leadership capacity at the sub-national level in Papua New Guinea. Specifically, the team collaborated with government partners, including the Department for Community Development (PNG) and Department of Community Government in the AROB, to identify and support existing and potential future women leaders, with special emphasis on young women leaders.

Different streams of capacity-building for women were delivered, including induction training and ongoing capacity development to enable women leaders to locate their issues within broader debates and discussions about PNG and the region. The programme also focused on working with male leaders to support women's leadership. The programme provided training on policy issues, public speaking, report writing, communication for development, and advocacy. Additionally, training included content to raise an understanding of gender equality and information about existing laws and policies.

In support of Outcome 3 to build awareness of the value of women's political participation and inclusion in decision-making and to change perceptions of women's role as leaders, the programme used different channels to disseminate messages to communities; these included Facebook, digital stories and male advocates. Stakeholders targeted were men and women, political parties, churches, women's groups, families, and male relatives and chiefs.

Delivery of WMC was to be through multiple partnerships to facilitate community awareness raising in support of women's political participation. However this was limited to work with the Bougainville Women's Federation as CSOs who would have otherwise been engaged were at capacity supporting other projects, like the Spotlight Initiative.

The programme was also designed to support media training to enable the media to deliver more gender-sensitized election coverage on issues that support women candidates. This work was to build on the extensive networks both UN Women and UNDP have in PNG and link closely to any new phases of the ABC run Media for Development Initiative or social accountability programs. However this did not go ahead as lessons from similar interventions by DFAT showed this approach had limited success. The planned and the South-South engagement was also modified to be limited to in country and AROB collaboration and networking when COVID-19 restricted travel.

To support Outcome 4, to promote women into leadership positions, the programme engaged through the Permanent Parliamentary Committee and provided capacity-building activities. Work through the Bougainville Women's Federation and technical assistance provided to the Department for Community Development and Religion (DfCDR) also supported this outcome.

4 Purpose, objective and scope of the evaluation

The purpose of the Evaluation Report is to: (i) inform decision-making regarding the next phase of the programme; (ii) support learning and accountability; and (iii) understand who has benefited, how resources were utilized and how partnerships contributed to the programme achievements. The users of the evaluation are captured in Table 2.

Table 2: Evaluation utility

| Primary and Secondary Intended Users | Primary Intended Use | | | |
|---|-----------------------------------|---------------------------|----------------|---------------------------------------|
| | Learning and Knowledge Generation | Strategic Decision Making | Accountability | Capacity Development and Mobilisation |
| UN Women PNG Country Office and ROAP ⁶ Personnel | x | x | x | |

⁶ Regional Office for Asia and the Pacific

| Primary and Secondary Intended Users | Primary Intended Use | | | |
|--|-----------------------------------|---------------------------|----------------|---------------------------------------|
| | Learning and Knowledge Generation | Strategic Decision Making | Accountability | Capacity Development and Mobilisation |
| UN Women Head Quarters Senior Management | x | x | | |
| UN Women IEAS ⁷ | x | | | |
| UN Coordination Partners including UNDP | x | x | x | |
| Beneficiaries (individuals) | | | x | x |
| National and local governments | | | x | x |
| Civil Society Organisations (CSOs) | x | | x | x |
| Donors & Multilateral Partners | x | x | x | |

SOURCE: *Women Make the Change Inception Report (2023)*

The objective of this summative evaluation was to assess the delivery and impact of the WMC programme in PNG; i.e. to:

- assess the relevance and coherence of WMC programme with respect to UN Women and broader UN system programmes
- assess effectiveness of the programme intervention in achieving the 4 programme outcomes.
- assess the sustainability of the intervention in achieving women’ participation in politics and decision-making leadership roles
- collect impact stories from beneficiaries (both females and males), key government partners and stakeholders
- identify and validate lessons learned, good practices, challenges, examples, and innovations of efforts that support gender equality, human rights and youth empowerment
- provide actionable recommendations for UN Women, WMC programme.

NCD, Morobe and ARoB were selected as the key geographic areas for in-person interviews. This selection was in consultation with UN Women and was based on selecting safe areas for the team to visit and areas where many and varied stakeholders participated in WMC. The timeline under evaluation was from programme approval in 2020 to June 2023.

5 Methodology

The evaluation methodology followed that described in the approved Inception Report. This work was delivered by a small team of people, led by Mardi Trompf, an independent consultant from Melbourne, Australia and supported by local enumerators in PNG.

The evaluation used the OECD DAC criteria of relevance, coherence, effectiveness, efficiency, contribution towards impact, sustainability and gender equality and human rights to test the programme achievements. It used non-experimental, theory-based and gender responsive approaches. Mixed methods (quantitative analysis of results and qualitative data collection methods and analytical approaches) ensured participation was inclusive and culturally appropriate. This methodology was designed to address the evaluation criteria and answer the key questions through credible techniques for data collection and analysis.

Individual and group interviews and the documents were coded against the evaluation questions. To ensure maximum validity, reliability of data (quality) and promote the evaluation’s use, the evaluation sought to triangulate results by comparing where findings reinforce each other across documentation and interviews and where they are inconsistent. Where inconsistent findings could not be resolved they have been eliminated or identified as outliers in this report.

⁷ UN Women Independent Evaluation and Audit Services

The evaluation team reflected internally on a weekly basis and updated the UN Women team on progress fortnightly. The stakeholders consulted were selected purposefully to make sure that the most vulnerable or difficult to reach will had input; an example was when the evaluation team visited a woman who had mobility issues which made travelling more difficult. Respondents’ privacy and safety were protected through the confidential data collection and the use of safe and private spaces for consultations. Additionally, names have not been used in reporting and no audio recordings were made.

5.1 Key Evaluation Questions (KEQs)

A summary of KEQs follows; for a full listing including sub-questions and data mapping, see Annex 7. Note that recommendations and lessons learned were also included in interviews and documentation analysis.

Table 3: Key Evaluation Questions

| AREA OF INVESTIGATION | KEQ |
|-------------------------------------|--|
| Relevance | 1 How relevant were the programme objectives, outcomes, and design in addressing the problems faced by women and their needs and priorities, adaptability to COVID - 19 in participating in politics and leadership positions? |
| Coherence | 2 How compatible is the WMC intervention with other interventions? |
| Effectiveness | 3 How effective has the programme been in achieving results? |
| Efficiency | 4 How efficient was the programme implementation? |
| Contribution towards impact | 5 What was the programme’s contribution of the intervention to the voice and agency of women in political processes, women participation in politics and leadership position? |
| Sustainability | 6 What is the extent to which the net benefits of the intervention continue, or are likely to continue? |
| Gender equality and human rights | 7 To what extent were the most marginalized groups (i.e. women, youths, persons with disability, LGBTQI) engaged in the programme? |
| ADDITIONAL QUESTION | |
| Recommendations and lessons learned | 8 What are recommendations for future programming? |

5.2 Sampling

Purposeful sampling was used to identify interview participants with attention to location, age, gender and (dis)ability. The planned breakdown was approved through the Inception Report. Interviews were completed with consent, included demographic questions to disaggregate results and de-identified content. Stakeholders were identified by the UN Women team with some opportunistic sampling during data collection. From the total list, the evaluation team sampled, seeking to represent each area and cohort (i.e., CSO, beneficiary, government, implementation, donor). See Annex 7 for a mapping of data sources to questions.

5.3 Data collection

Data collection commenced following the UN Women’s approval of the Inception Report. Stakeholder interviews were completed between 11 May to 7 July 2023. In total the team attempted to contact 87 people (79% female, 21% male). The team interviewed 67 (78% female) with 20 no shows or cancellations. The impact of the lower number than planned 93 is likely to be minimal as inputs were reaching data saturation. One of the key stakeholders, the Secretary of DfCDR was not reached despite multiple attempts, six staff were included.

Stakeholders included National government, ABG, Provincial Governments, partners, donors, CSOs and beneficiaries. Interviews were remote and in person and were conducted by team

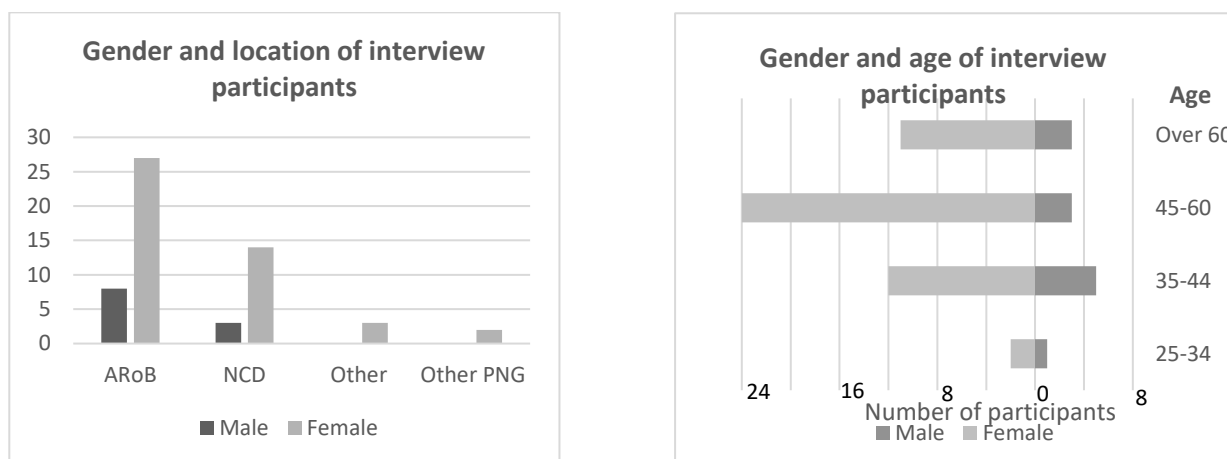
members in an order which respects the protocols of government and communities. For instance, senior government stakeholders were interviewed prior to their staff. Table 4 provides an overview of interviews conducted. The key stakeholders the team interviewed and that could not be reached are in Annex 3.

Table 4: Interview breakdown

| Cohort | # of Participants | | | |
|---------------|-------------------|--------------|---------------|---------------|
| | Actual | Did not meet | Total reached | Total planned |
| Government | 12 | 3 | 15 | 14 |
| Donors | 4 | 0 | 4 | 4 |
| CSOs | 7 | 0 | 7 | 11 |
| UN | 8 | 2 | 10 | 5 |
| Beneficiaries | 36 | 15 | 51 | 59 |
| TOTAL | 67 | 20 | 87 | 93 |

In-person interviews were held in the NCD, Morobe and ARoB. These provinces were selected by UN Women based on the level of activity that has been implemented in each and the different contexts. Other interviews were over the phone, Zoom or Microsoft Teams. Figure 1 represents the location and gender of interviewees. ‘Other’ included Australia and USA; ‘Other PNG’ are phone interviews with stakeholders outside of the focus NCD, Morobe and ARoB.

Figure 1: Demographics of interview participants



The evaluation tested interview inputs against programme documentation and that sourced independently. It will also include the monitoring results to date, such as those published online (<https://open.undp.org/projects/00118907/results>). The online reporting shows some indicators where baselines, targets and results are missing; an updated set of monitoring results and 2023 January to June reporting has been requested but was not available at time of this report. Initial findings were reflected on with the UN Women team on 16 June 2023 and inputs to that are included in this report.

5.4 Data analysis methods

Qualitative data analysis methods included document coding, interview thematic analysis, indicator and Results Framework analysis. Quantitative methods were limited to analysing the beneficiary numbers consolidated through consolidation of bi-annual donor reporting. It had been hoped that data from pre and post testing of training could be reviewed however this data has not been made available. There is analysis of the impact of digital stories testing changes in attitude and understanding of over 1,500 audience members (Queensland University of Technology, 2022).

Analysis occurred in parallel with data collection, enabling identification of areas where additional data was required to answer key questions or confirm emerging findings. Triangulation ensured robust, valid findings. Where data was sparse, this limitation has been noted in discussion.

Synthesis of data was against each of the evaluation criteria:

- **Relevance, Coherence, Efficiency and Sustainability** were analysed through discussion
- **Effectiveness** uses a set of rubrics (Annex 8) basing the highest level of achievement at that expected from the design and workplans aligned with the evaluation timing. There are four Effectiveness rubrics aligned with the programme outcomes.
- **Gender Equality and Human Rights** tested the extent to which programme activities were inclusive, respectful, participatory with consideration of the contextual power and gender relations. It will also test the level of equality of experiences as a result of stakeholder engagement with the programme.
- The **Impact** of the intervention on any changes to the voice and agency of women in political processes and women's participation in politics and leadership position was tested through a 'contribution analysis approach' and discussion. The conclusions drawn about programme effectiveness contributed to this analysis.

Data was (and will continue to be) kept in the strictest confidence and de-identified. Once the Final Evaluation Report has been accepted, all data including photographs and interview transcripts will be deleted.

5.5 Limitations

5.5.1 Access to Stakeholders

Some stakeholders could not be reached despite multiple attempts in person at offices, by phone and email and escalation through UN Women. The team found that some phone numbers were no longer working, some people were travelling and some people simply did not attend agreed meetings. The impact this had on results has been minimal as the inputs collected were extensive and had reached data saturation.

5.5.2 Data Availability

Data availability was a challenge, and the team utilized the available quantitative, but it is thought to have errors and some obvious gaps (see Section 6); these were noted and removed during analysis. WMC monitoring data trends have not been reported at a consolidated level against end of programme outcomes; the team has developed a summary to support this report, however this includes some UNDP inputs that do not appear final, based on WMC team annotations. See Annex 11.

5.5.3 Self-reporting and bias

Many of the inputs are from documents developed by WMC which could introduce self-reporting bias. The triangulation of these has been through stakeholder interviews however, independent verification has not been possible in all cases. The report identifies data sources throughout.

5.6 Ethics

The evaluation was guided by the UN Women's Core Values and Competencies⁸, UNEG Ethical Guidelines (2020) and the Australian Evaluation Society's Code of Ethical Conduct and the AES Guidelines for the Ethical Conduct of Evaluations. Participant consent was gained prior to each

8

<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/About%20Us/Employment/UN-Women-values-and-competencies-framework-en.pdf>

interview; interviews were in a safe place and all data de-identified, keeping the source of content confidential.

5.7 Applying a gender-responsive approach

The evaluation deliberately included a number of methods to deliver a gender-responsive methodology; these were included in the Inception Report approved by the evaluation governance team:

- Data collection and analysis approaches taken were rigorous; all interviewers were trained in applying an ethical approach to the data collection and analysis and reporting used triangulation of findings to test results. A mix of qualitative and quantitative data was utilised.
- Interviews included appreciative enquiry through Most Significant Change type questions which were also used to test the Theory of Change (Appendix 10).
- Data was disaggregated by sex, age, ability and location to identify whether results differed across cohorts and to understand the representation of the findings. Interviews were conducted in person where possible; PNG enumerators visited participants in locations which were agreed to be convenient, including visiting those with mobility issues at their offices and homes.
- Stakeholders selected for interviews were deliberately chosen to include representation from cohorts considered marginalised in this context, for instance including men and people with differing ability was deliberate. Before interviewing, UN Women arranged introduction emails and when setting up interview times, the team sought, particularly with government stakeholders, to interview the most senior person individually before meeting their staff.

6 Findings

Findings, conclusions and recommendations have been tested with the UN Women team at a workshop on 16 June 2023 and through the broader review of this report before publication.

6.1 Relevance

Question 1: How relevant were the programme objectives, outcomes, and design in addressing the problems faced by women and their needs and priorities, adaptability to COVID-19 in participating in politics and leadership positions?

Finding 1: The programme objectives, outcomes, and design were relevant at conception and remained so over the implementation. As the context changed, the team was able to refocus; for instance, in adaptation to the constraints COVID-19 brought. Many stakeholders identified that women in leadership remains an area requiring support nationally and that work in targeted provinces and at sub-national levels could be strengthened.

The design was well informed by learning from previous programs, analytics, global best practice and research by organisations like Pacific Women, the State Society and Governance in Melanesia (SSGM) and National Research Institute (NRI). The design also involved significant consultations with the PNG and ARoB governments, other UN agencies, like UNDP and similar UN Women programs. In 2023, the majority of stakeholders continue to see value in the work being done. When asked if the right areas were being targeted, many commented that the whole country needs help and even more could be done.

The use of global UN Women knowledge also framed the design. For instance, the need to remove legal, political and logistical barriers, development of supportive frameworks, promotion of women in leadership and positively shifting society's attitudes and cultural practices that inhibit women's progress. Global knowledge also points to the need to support CSOs to deliver and sustain programming. In PNG, a key CSO is the Bougainville Women's Federation (BWF), the peak NGO women's organisation and representative body for the women of Bougainville (UN Women, 2019). Another example is that UN Women global

research has found that attitudes towards women in leadership and women's experience and skills impact their success in accessing and being successful in leadership roles and that success at the sub-national level can contribute to winning national positions.

The PNG and ARoB contexts were also considered in the design, including in alignment with interventions by UNDP and other development partners like Pacific Women, ANU and the DFAT Bougainville Partnership Program. The WMC program was intended to have a specific role bringing inter-related programmes together to maximise collaboration and leverage greater results.

Following almost three years of implementation, stakeholders are positive about the potential value of the WMC design and in its subsequent delivery; 27 (n=39) describing the WMC design as being relevant and 24 (n=27)⁹ and that it continued to align with government needs. The UN identified that the PILAG training model has been based on previous evaluations recommending that institutionalized capacity building delivered more sustainable learning outcomes; multiple stakeholders interviewed praised this model [Donors, Beneficiaries].

However, a number of areas for improvement in design and implementation were identified: (i) one implementation partner noted that current research and programme lessons learned have not always been incorporated; (ii) work to support the enabling environment through law reform has sometimes failed to bring the public along as not explaining the reasoning and importance of the changes; (iii) an electoral cycle approach has not been applied, so that support has been seen as ad hoc and too late; (iv) training candidates has potential but has sometimes covered the wrong topics or is inaccessible to those with less formal education; (v) there has been insufficient consideration of differences in practices and culture at the sub-national levels; and (vi) insufficient investment in working with men, youth and in building coalitions for change.

A number of interviewees identified that there is still much research to be incorporated into future programming. Areas raised were in where the pathways from women in leadership are strongest; is it through the private sector, sub-national governments or other? Additionally, the selection of provinces could be more targeted. The selection was based primarily on those who engaged during the design. Stakeholders identified that the whole country needs assistance but also that it would be worthwhile understanding why some areas and women are more successful than others and how and why attitudes are changing.

Validating ongoing program content and direction was designed to be through the Project Board and through specific ongoing research and monitoring. Reviews¹⁰ over the last three years and interviews in 2023 have found that structural interventions like budget allocations, government messaging and clear intra government roles and responsibilities are required to promote more women leaders in Bougainville, are still needs. Many interviews also identified that men's attitudes and enabling environments like local councils and public service office cultures prevented more significant implementation of individual women's learning in the workplace and community. There has been some work, for instance in awareness and training for the community government ward representatives in partnership with the Bougainville Healthy Communities Programme (BHCP)¹¹.

However, there were multiple suggestions to more specifically look at political participation sub-nationally, to the provincial, Local Level Government (LLG) and Ward level, including in rural areas. The 2022 UNDP Action Research paper identified that a lack of data at the LLG, ward and provincial levels is one reason that support to this level has appeared ad-hoc as identifying women who would directly benefit from assistance is not straightforward. Interview

⁹ Note: not all questions were relevant to all stakeholders

¹⁰ Action research completed by UNDP in 2022, in post 2022 election analytics and in the Queensland University of Technology digital story analysis (completion report).

¹¹ Six-monthly Pacific Women progress report. July to December 2021

participants identified that knowledge of different legislative requirements at the subnational level and linkages from the sub national level to the national level could be strengthened. This could build on the Organic Law¹² on political women's political participation at the LLG level; currently planned for review (Gelu, Preparations for the 2022 national elections, 2021).

Adapting to COVID-19:

The programme has adapted to COVID-19 and the changing national requirements despite challenges. Country travel restrictions, response priorities and limited connectivity made it difficult to access some key stakeholders, like IPPCC and National Parliament and Party Leaders (UN Women PNG Country Office, 2021b) given travel restrictions, communication limitations and government focus on the response to COVID. Limitations on movement have also negatively impacted delivery of activities with redesigns, delays, extra layers of precautions, extra approvals and cost increases. The originally designed South-South learning exchange activities under Output 1 were modified to focus instead on local exchanges and networking across the 10 priority provinces (UN Women PNG Country Office, 2021). The launch of the first PILAG training was delayed and then training adapted as face-to-face time was reduced, extending the delivery time and using more accommodation to meet distancing requirements.

Although often the only option, the use of remote technology for hybrid training and communications has meant those with less access to technology and connectivity cannot always participate [5/36 beneficiary interviews]. Other challenges to delivering change were that other influences like the consumption of marijuana and home brewed alcohol which disrupted law and order and the ability of women to apply programme learning.

While travel and venue hire costs were avoided during COVID-19, others were increased; for instance, in the procurement of communication hardware and the extra costs of COVID-19 testing. Positively, where savings were made, some were redirected; for instance, to develop statements and advocacy plans for Temporary Special Measures (TSMs) and to offer activities where women could show leadership in PNG's response to COVID-19. Examples of the latter are: working with the Motu Koita Assembly Women Leaders and to distribute information, building community awareness and activities to distribute WMC branded masks and hand sanitizer. WMC also pivoted to move activities online, institute more stringent office health protocols and to facilitate activity redesigns by procuring incremental communication devices like satellite phones, laptops and VHF radios. Additionally, Business Continuity Planning was updated (UN Women PNG Country Office, 2020).

Zoom licenses were provided to partners and WhatsApp groups were established and social media presence was increased to facilitate updates and communications. Zoom was used to facilitate WMC Board and Reference Group meetings when social distancing requirements were in place. Interviews identified that it was appreciated when training was adapted to address constraints around COVID-19, developing technology and communication skills that remain useful. Other positive outcomes were that, as one interviewee noted: 'it took COVID to bring us together'. BWF shared that travel restrictions encouraged learning circles in communities to share ideas and resolve issues locally.

¹² http://www.paclii.org/pg/legis/consol_act/olonalge519/

6.2 Coherence

Question 2: How compatible is the WMC intervention with other interventions?

Finding 2: The program involved government and non-government stakeholders in implementation and in governance which broadly kept all informed and allowed for access to shared expertise and learning. The evaluation identified that improvements with more deliberate collaboration across UN programs, with development partners and in more streamlined engagements with common program stakeholders across UN agencies. CSO implementation partner capability and inconsistent government programme leadership were challenges. As a result, the coordination these groups might have offered was also limited.

Partnerships were seen as both positive and negative. Interviews identified that there are other areas where development partners and organisations may offer further program value if better aligned. Partnerships added value, expertise and resources to the delivery although did not include as many CSOs as hoped and the level of political support varied.

Implementation partners included UNDP, DfCDR, IPPCC, ABG, Bougainville Department of Community Development, Youth and Religion, Queensland University of Technology (QUT) and BWF. The UNDP and QUT partnerships offered the programme synergies in expertise and networks. The partnership between UNDP and UN Women has enabled access to complimentary skills and networks. UNDP has strong links into the Government of PNG (GoPNG) parliamentary system and UN Women have significant strength working with CSOs and communities. While there is a level of collaboration with development partners like IFES, ANU, the Nazareth Centre, IPPCC, World Vision and CARE International, there are further opportunities with them and others, for example in media work, mentoring (ANU PNG Women in Leadership Support Program¹³), training and women’s networks and, IFES¹⁴ sits within electoral assistance group, which is not within the UN mandate [Donors].

QUT work was able to bring expertise to assist in developing digital stories of women in leadership and male advocates. This work was instrumental in Outcome 3 work with awareness raising. The work of UNDP and UN Women utilized the different strengths of each and the inclusion of QUT and IPPCC delivered value.

WMC was designed to include close collaboration with government and local CSOs to promote local capacity, local coherence and sustainability of results. Close work with the DfCDR, IPPCC and ABG Department for Community Development has been reported across the program implementation and governance, including through the permanent Parliamentary Committee on GEWE¹⁵ and GBV and Project Board. The formation of the Committee is a key milestone in institutionalising gender equality efforts within government, ensuring that GEWE and GBV issues are advocated for on the floor of Parliament. ‘This Committee replaces the previously known Special Parliamentary Committee on Gender-Based Violence, which faced the risk of becoming inactive following the 2022 National General Election (NGE) given its ad hoc nature’ (UN Women PNG Country Office, 2023, p. 11).

A Community of Practice (COP) online learning series was designed in 2021 and included co-leadership and presentations by government (DfCDR) and ANU and included participation from UNDP, donors, QUT and civil society (UN Women PNG Country Office, 2023). Support of the GoPNG in CEDAW reporting in 2022, through the UN Women PNG Country Office, the Fiji United Nations Office of the High Commissioner for Human Rights (OHCHR) and the Pacific Community (SPC) and UN Women regionally (UN Women PNG Country Office, 2023).

¹³ [PNG Women in Leadership Support Program | Department of Pacific Affairs \(anu.edu.au\)](https://www.anu.edu.au/pacific-affairs/png-women-in-leadership-support-program)

¹⁴ [ifes_womens_inclusion_in_png_and_bougainville_one_pager_november_2018.pdf](#)

¹⁵ Gender Equality and Women’s Empowerment

The practice parliament work in 2022 was supported by NRI, IPPCC, DfCDR, National Parliamentary Support Services and Transparency International PNG (TIPNG) in delivery of the (UN Women PNG Country Office, 2022). IPPCC has also produced training, a Women in Leadership (WIL), gender informed policies, a draft TSM legal framework and regularly advocates for women leaders. Support to IPPCC and DfCDR in coordination functions in bringing together and connecting key government departments with women in leadership at the sub-national level (UN Women PNG Country Office, 2021b).

As discussed above, it has been difficult to engage with some key in-country stakeholders like DfCDR and BWS. Two DfCDR stakeholders commented that their relationship with WMC was not good. 2022 reporting identified multiple attempts to engage with DfCDR to discuss a revised National Gender Policy and workplan to achieve this but have been unsuccessful, leading to delays in being able to achieve this win. The Office for the Development of Women (ODW) still requires support and clarity around its role with DfCDR (UN Women PNG Country Office, 2023). Staff capacity, COVID-19 distractions and changeable political will have been the reasons given for disconnects in government [UN interviews, (UN Women PNG Country Office, 2021)]. The implementation has engaged multiple times with each of these groups, offered technical assistance and collaboration opportunities, however some of those interviewed remain negative about their engagement with WMC, citing that more could have been done. Some stakeholders at NRI also felt that the engagement and alignment could have been closer although collaborative work on the practice parliament in 2022 was seen as positive (UN Women PNG Country Office, 2022; UNDP, 2022b).

However other departments, like Department for National Planning and Monitoring (DNPM), the Department of Inter-Governmental Relations (DIGR) and the Department of Provincial and Local Government Affairs have not been engaged as planned apart from DNPM participating in training in 2020 (July-Dec 2020 donor report). Another challenge has been the changeable political will, key stakeholder and capacity gaps in government. Examples are in delays in implementation like the TSM hoped for before the 2022 elections, changing governments and key advocates.

CSO partners are consistently key to UN programming [UN, CSO and government interviews] however have been difficult to engage. Few were found to meet the criteria for partnerships and those which did had no capacity as they were already engaged on other programs, such as Spotlight [UN Interviews]. The BWF was an exception, but their engagement was problematic and under-delivery led to contract termination in 2023 due to under performance, despite significant support from UN Women. BWF believe they remain a logical and meaningful partner for strengthening women in political leadership and look forward to other opportunities to implement even under different arrangements or with different partners [Interviews].

Work with the National Research Institute (NRI), BHCP, the National Council of Women (NCW) and the Young Women's Christian Association (YWCA)¹⁶ were also planned. NRI and BHCP have been engaged briefly and while the NCW was seen as a key stakeholder, it has had limited effectiveness as a partner given its current operational and budgetary limitations. Following poor audit results, funding from government has been withheld. Despite some work to build capacity and to help NCW apply for grant funding, this has not been successful in reinvigorating the organization. The YWCA has not been engaged beyond some technical assistance in 2021 (UN Women PNG Country Office, 2022b). In contrast, the relationship with Bougainville Partnership Program (BPP) was reported as strong and women are said to be applying for BPP grants (DFAT). Although not mentioned in the design, the BPP was partially funded by WMC

¹⁶ Reinvigorated in December 2021 but not realized (UN Women PNG Country Office, 2021; UN Women PNG Country Office, 2022b)

[Donors and UN interviews] but there was no reporting or interview feedback about specific WMC deliverables through BPP.

National government engagement and leadership has also been variable, detrimentally affected by COVID-19 distractions and driven by individual capacities and motivations [UN interviews, donor reporting]. Difficulties in WMC have contributed to a UN Women rethink to strengthen engagements in future programming by engaging CSOs at a country, rather than program level, to reduce the burden of engagement and provide a more efficient, effective and aligned approach to relationships, capacity building and implementation [UN interviews]. Further alignment with government programs and those of other partners was raised in interviews as an issue from donors and government and some beneficiaries noted that there were multiple programs with similar training. A national government donor coordination mechanism, similar to that initiated in AROB, could offer a forum to bring similar programmes together to improve geographic coverage and alignment.

WMC must align with the national programmes and not create parallel programmes to the existing government programmes [Government interview]

In late 2021, WMC identified that there were multiple development partners in Bougainville providing similar support. UN Women supported ABG Department of Community Government to convene a committee in 2022. Its purpose is to assist in alignment across interventions. This committee includes DFAT Bougainville Partnership, Care International, IFES, IOM, Plan International, BHCP. Technical and coordination support and training in governance and decision making was also provided to ABG in partnership with IFES and CARE International. (Jul – Dec 2022 donor report). WMC and ABG DGC also established a partnerships policy to strengthen the Department’s working relationships with key partners and promote sustainable, gender equal, inclusive development (Jul-Dec 2022 donor). This was circulated to key stakeholders for comment in 2023 before it can be finalised for submission to the Bougainville Executive Council (BEC).

The Pacific Institute of Leadership and Governance (PILAG) partnership was established in 2021 to deliver institutionalized capacity building. PILAG is a public service training institution, established in 1963 (Pacific Institute of Leadership and Governance, n.d.). This partnership has been seen as a success although the organization will require ongoing assistance until the courses become self-sustaining. Two cohorts of participants have been trained and alumni networks formed; PILAG has an office on site specifically to support the women in political leadership work and has campuses in the regions which could offer more access in the future.

UN Women’s regional and global alignment is seen as positive by UN stakeholders. PNG is seen as delivering well despite not being under Multi-Country Office in Suva, Fiji. Benefits of a local programme presence has been seen as helping facilitate the UN Women flagship agenda [UN interview]. The project was to be implemented through the UN System’s One UN Fund modality and to coordinate with the One UN People Priority Working Group to ensure a harmonised and coordinated approach within the UN. No evidence of meetings or advice delivered through this mechanism has been found in the document review or interviews for this evaluation.

Alignment of WMC with the work of Spotlight, other UN Women and UNDP programs and Pacific Women were all seen as positive in interviews. In partnership with government, the UNDP and the UN Spotlight programme, the scope of the existing Coalition of Parliamentarian Against Gender-based Violence, was expanded to provide a mechanism for members of parliament and public servants with a specific mandate to address women’s political participation and leadership. The formation of the committee was a ‘key milestone in institutionalising gender equality efforts within government, ensuring that GEWE and GBV

issues are advocated for on the floor of Parliament.’ (UN Women PNG Country Office, 2023). UNDP global and regional experts in gender and governance and parliamentary support provided advisory support where needed.

There is no formal linkage with programs like Spotlight or UN Women’s ‘Business Coalition for Women’¹⁷, but shared thinking is evident through the linkages into the parliamentary committee (Spotlight/UNDP) and in general, in addressing GBV, a barrier to women’s participation in leadership [UN interview]. UN Women and Pacific Women align across similar programmes and share lessons learned; this partnership has enabled QUT to come on board to deliver the Digital Stories element of programming. More institutionalized sharing has been called for in interviews with UN stakeholders.

6.3 Effectiveness

Question 3: How effective has the programme been in achieving results?

Finding 3: In general, progress has been good however across three outcomes of supporting policy and legislation changes, in building skills and in building awareness and changing attitudes in community. However, the changes in the number of women in leadership positions has been less successful with fewer activities directly addressing this. More women have stood for and been successful in the 2022 election however the influence that the program has had on this is only anecdotal; part of this judgement is because the data is not available about how voters’ attitudes have changed and the number of sub-national and other leadership positions which have been filled by capable women as a result of WMC. A summary of results is in Table 5.

This section is considered against each of the planned outcomes and has a section on unexpected results. It also uses the Rubrics in Annex 8 to judge the effectiveness against expected Outcomes 1 to 4.

As a result of the difficulties in engaging CSO and government implementation partners, the WMC UN Women and UNDP team has been doing the bulk of the implementation which has limited what can be delivered simply because of resourcing. Despite this limitation, the programme reported reaching over 4,747 (72% female) stakeholders plus those accessing social media posts.

Table 5: Effectiveness summary

| Outcome | Performance assessment |
|--|------------------------|
| Outcome 1: Support government initiatives to bring about policy and legislative changes to increase women in politics | Well |
| Outcome 2: Build skills of women who have credibility at Ward, District, Provincial levels | Well |
| Outcome 3: Women are perceived as equally legitimate and effective political leaders as men | Well |
| Outcome 4: Women are promoted as leaders in gender sensitive political institutions | Poorly |

Results against anticipated risks and their mitigations

There were a number of design risks (italicised following), some of which have not been able to be mitigated within the implementation lifecycle, impacting the ability to deliver anticipated results. The key risks from the ProDoc (2020) are discussed here.

Changing commitment of parliamentary and political partners: The assumptions of political will for change (Outcome 1) and willingness for traditionally gendered institutions to change

¹⁷ Working to eliminate violence against women and girls

(Outcome 4) were not realised which inhibited the progress of legislative change in PNG and to a lesser extent in ARoB. Individuals' leadership in government roles has a strong influence; where this is missing and where capacity to progress reform do not exist, changes have been slow.

Capacity of local partner organisations, and lack of an effective women's movement: As discussed in this and the Sustainability Section 6.6, implementation partner capability and inconsistent leadership, remained challenges to enabling ownership and results. While national organisations like PILAG and IPPCC have been strengthened through WMC, others, like BWF and the NCW have not. This has limited the ability for these groups to align, deliver and drive change.

Violence against women participants, also specifically addressing risks for young women.: There was no evidence that the planned 'do-no-harm' strategy or the Women's Situation Room were developed as planned in the ProDoc and UNDP/UN Women agreement. Anecdotal interviews identified that contesting continues to incite violence against women. Examples in Enga, Southern Highlands and Hela in 2022, show that violence remains an issue although whether it is specifically against women is untested. BWF observations in ARoB¹⁸ did not report any violence but interviews noted that in ballot boxes were burnt and therefore votes uncounted in at least one province where a woman was contesting (Jennifer Baing in Markham seat in Morobe Province).

The idea that quotas are 'foreign': The mitigation was to share successes of TSMs elsewhere in the Pacific in PNG to demonstrate value. A paper on common arguments for and against TSMs¹⁹ was produced and disseminated in 2022. This momentum for TSMs in PNG did not continue until the 2022 elections. See details under Outcome 1.

Delays of the Bougainville referendum: Mitigations were to monitor and adapt. The referendum was only delayed until October 2019. The WMC programme began in 2020.

Lack of coordination across related activities to improve women's political participation: Implementation partner strengthening can be improved by more deliberate and coordinated collaboration with common stakeholders across UN programs and development partners. Common government and CSO implementation partners exist across many UN programs, e.g. Spotlight. As multiple programmes seek to work with the same groups, their ability to accommodate diminishes as the burden to engage increases. As a result, the coordination government and CSOs might have offered WMC was also limited. See Coherence Section 6.2.

Outcome 1. Support government initiatives to bring about policy and legislative changes to increase women in politics

Planned

To support Outcome 1, in promotion of gender balance in legal and policy frameworks, the four-year programme planned to provide skilled technical advice and legislative drafting and to work with the Constitutional Law Reform Commission (CLRC) to support recommendations that will lead to greater representation for women and mitigate any negative impacts. The design also planned to draft TSMs and to support the drafting of a new Gender Equality Bill that, if passed, UN Women would work closely with the PM's office to support advocacy of any measures. The final deliverable for this outcome was a local and regional network of women and men leaders to exchange ideas and to support potential PNG leaders.

¹⁸ (Bougainville Women's Federation, 2022)

¹⁹ Arguments for and against TSMs in PNG (Integrity of Political Parties and Candidates Commission, Department for Community Development and Religion, UN Women, UNDP, 2022)

Demonstrated

There is growing awareness and discussion around the role of TSMs [Interviews and donor reporting], however there are no GoPNG legal frameworks yet in place, despite significant work in drafting and advocacy. There are also differing opinions amongst women and amongst men, including those in power and across women's organisations [Interviews].

Although the National Election Committee endorsed a model with five reserved seats for women, this could not be put in place before the 2022 elections and the introduction of TSMs in PNG has stalled. Despite this set back, the programme has been instrumental in driving the conversation and awareness within government and more broadly. A paper on common arguments for and against TSMs²⁰ was produced and disseminated in 2022, by IPPCC and GoPNG, and policies are changing within government and the IPPCC. The IPPCC are active and supportive of women in leadership. They have training manuals for women and a 'Brochure Parties and Women' on their website²¹. In 2021, they partnered with UNDP to deliver awareness training and monitoring sessions during trips to the provinces to register women candidates for the 2022 elections (UN Women PNG Country Office, 2021b). The DfCDR has few posts encouraging women in leadership, although there is only one Facebook post of WMC in December 2020²². They do not have a website. The ABG is far more active with prolific posts supporting women in leadership although no specific mention of the WMC.

The permanent Parliamentary Committee (PNG) expansion from focusing on GBV to a broader scope in gender equality. This committee is seen as a valuable entry point into TSM. In ARoB, the programme is working well supporting existing legislation and policies. However, the ToC assumption that political will was in place to drive these changes has not been fully realized, particularly within GoPNG (UN Women, 2022). There could be more support of male Members of Parliament (MP) and support for change from those on the permanent committee. There is also a mix of attitudes towards TSMs by existing women in leadership.

The review of the National Policy for Women and Gender Equality 2011–2015²³ has been delayed, although multiple meetings with the DfCDR have been facilitated. This has been hampered by changes in staffing and capacity issues within the Department. The program pivoted to work with IPPCC and what has become the permanent Parliamentary Committee, to produce technical papers to influence discussion and manuals for women leaders and political parties manual. Positively, the Women's Empowerment, Gender Equality, Peace and Security Policy 2023–2027 for the people of the ARoB has been drafted (2023) and under this the Office for Gender Equality (OGE) in ABG (Autonomous Bougainville Government) energised following its stall since 2018 (Autonomous Bougainville Government, 2023) .

Under this outcome, the programme was also designed to facilitate exchanges between potential women leaders and other elected women leaders to exchange ideas on campaigns, and male leaders visits to countries where women are already in leadership to change the views of men about women as good leaders. This was originally a South-South regional approach however with COVID-19, a national PNG adaptation was delivered instead which was also seen to be a more value for money approach. There have been multiple panel discussions, advocacy workshops (in person and online), learning exchanges, a community of practice established with the Programme Reference Group and online sharing of research.

²⁰ Arguments for and against TSMs in PNG (Integrity of Political Parties and Candidates Commission, Department for Community Development and Religion, UN Women, UNDP, 2022)

²¹ <https://drive.google.com/file/d/1m0H4k-WHelaEvhFrPTS7iQOQKwUAbv32/view>

²²

<https://www.facebook.com/profile/100064638703637/search/?q=Women%20Make%20the%20Change>

²³ National Policy for Women and Gender Equality 2011-2015

National and sub-national databases of elected positions are still developing (UNDP, 2022), however the IPPCC has a database of candidates; in 2022, this recorded 91 women intending to contest the 2022 elections (UN Women PNG Country Office, 2022). Also in 2021, there was also work planned with IPPCC, CLRC and Department of Justice and Attorney General (DJAG) to research women’s experiences in leadership, however this does not appear to have been completed.

In terms of achievement against the design results framework; the evaluation team has assumed the 2020 revised ProDoc should be used, as opposed to that published in 2019. The evaluation team has summarised data extracted from six-monthly reports to develop a representation of the programme monitoring trends reported, which in some cases, includes indicators not in either ProDoc. Unfortunately, the design did not include targets against many of the indicators and regular reporting against design indicators appears to have errors in some cases; conclusions drawn from the summary developed are limited. What can be said it that three of the six indicators do not appear to have been reported against at all, although data is available (See Section 6.4 and Annex 11). Those with no reporting are:

- Proportion of seats held by women in national and local government (UNDAF 1.1.2; SDG indicator 5.5.1.b and PLGED indicators 1 and 2)
- Number of women represented in decision making roles²⁴ (Government of Papua New Guinea; MTDPIII KRA 3.5 Sector Strategy 5)
- Evidence of strategies to promote women’s participation at all levels of government (MTDP III 3.5 Sector Strategy 5)

While the 2019 approved ProDoc identified three outputs:

- 1.1 Law to introduce 10% political party quotas for women tabled, debated and voted upon in Parliament and implemented
- 1.2 Organic Law on Elections reviewed to be able to enact constitutional reforms for TSM
- 1.3 Campaign to engage the public and support multi-stakeholder advocacy in support of TSM co-operation through media stories, NGO activities, Government policy statements and/or discussions in parliament.

The latter 2020 version of the ProDoc identifies two outputs, which appear more like activities than results, of

- 1.1 Technical assistance provided to Government of Papua New Guinea institutions as required to strengthen women’s political leadership, especially at National level
- 1.2 South-South exchanges for Members of Parliament and other influential leaders to learn from each other about the benefits of women’s leadership.

Donor reporting is against a modified version of the latter and adds a third activity only reported in 2021. In terms of the beneficiaries reached under outputs associated with this outcome, a total of 755 (59% female) were self-reported across the three outputs measured. ‘Total’ in Table 6 refers to a revised number which excludes those values considered in error.

Table 6: Outcome 1 reported beneficiaries

| Output/Activity | Women and girls | Men and boys | Total²⁵ |
|--|------------------------|---------------------|---------------------------|
| 1.1 Technical assistance provided to GoPNG institutions as required to strengthen women’s political leadership, especially at National level | 153 | 142 | 295 |

²⁴ National Public Service Gender Equity and Social Inclusion Policy 2012, page 48.

²⁵ Note: This excludes data which: (i) does not differentiate gender, such as social media postings; (ii) is for ‘other gender’, noted as 39 people once in July to December 2020 Activity 4.1 (UN Women PNG Country Office, 2021b).

| Output/Activity | Women and girls | Men and boys | Total ²⁵ |
|--|-----------------|--------------|---------------------|
| 1.2 South-south ²⁶ exchanges for MPs and other influential leaders to learn from each other about the benefits of women’s leadership. Modified to ‘Hold domestic and online learning exchanges for relevant stakeholders to enhance collaboration and raise awareness on women's leadership and political participation in PNG and across the Pacific.’ As a result of COVIDI-19 limitations on planned regional cooperation. | 271 | 149 | 420 |
| 1.3 Technical Assistance on Legal Frameworks – <i>only reported in 2021</i> | 21 | 19 | 40 |

It is impossible to say whether the targets have been achieved as none were set for the overall programme. While it is believed that annual targets were set, reporting against these was not in evidence either. There was partial reporting against the Results Framework and positive results in terms of delivering work with the parliamentary committee and national networks, therefore Outcome 1 is judged as have performed well in Effectiveness Rubric 1 (Annex 8).

Outcome 2. Build skills of women who have credibility at Ward, District, Provincial levels

Planned

The bulk of activities were planned in support of Outcome 2, developing women's leadership capacity at the sub-national level in PNG. Specific plans were to collaborate with government partners, including the DfCDR and Department of Community Government in the ARoB, to identify and support existing and potential future women leaders, with special emphasis on young women leaders.

Different streams of capacity-building for women were to be delivered, including induction training and ongoing capacity development to enable women leaders to locate their issues within broader debates and discussions about PNG and the region. The programme also focused on working with male leaders to support women's leadership and aimed to provide training on policy issues, public speaking, report writing, communication for development, and advocacy to ensure women can influence the full range of policy debates, not just those identified as "women's issues." Additionally, training proposed included content to raise an understanding of gender equality and information about existing laws and policies that have yet to be widely implemented at the sub-national level, such as the Family Protection Act and Gender Equity and Social Inclusion Policy.

The Project planned to establish a flexible pool of funds to invest in young women's leadership and replicate successful strategies with young women and men in settlements in Port Moresby through the Sanap Wantaim campaign. The pool of funding was to be used to respond to opportunities that emerge over the programme's life that are deemed to be catalytic in bringing about more political power for young women.

Demonstrated

Training is a large part of programme. Individual women’s confidence, skills and empowerment are growing, and the conferences and training supported by WMC have provided positive opportunities to network with like-minded women and men to continue to advocate and collaborate. The IPPCC is also actively linking parties and women candidates and women’s groups are increasingly advocating for female leadership. Stakeholders within and outside the program mentioned that there is opportunity to expand these coalitions and networks even more and to have more targeted work with men and sub-national institutions like LLGs.

²⁶ Redesign in 2020 localised this to national networking

The effectiveness of institutionalized leadership training into PILAG is thought to have delivered a more sustainable approach to capacity development compared to the previous development partner style of specific, donor driven events. While PILAG will continue to need funding, there is evidence that the commitment is there, with offices established on site for content developed under WMC and the advocacy of the PILAG executive.

Implementation was again slightly different to that which had been designed. The team has worked nationally and sub-nationally, for instance at the ward level with the ARoB Healthy Communities program in 2020/21 delivering training. Training material developed by WMC, has also been delivered by partners like CARE and IFES and reached women and men. Action research has been developed. In 2020, PILAG was established in order to embed leadership capacity building in a national institution and provide a more consistent approach to this work. Two cohorts have completed the courses. Over time it is hoped that delivery can be decentralised to reduce costs and increase accessibility.

The curriculum has been developed in partnership and iteratively as more training has been delivered over time and reflection and feedback has been incorporated. Training has included financial literacy, health and governance. Feedback about the training delivered has been positive and has delivered results like increased skills and confidence, evident through things like the digital stories developed. The PILAG alumni and WhatsApp groups have also been formed, providing ongoing networking, support and through regional advocacy activities.

There was some advocacy on Gender Equity in 2021 at the Momase Regional Workshop (UN Women PNG Country Office, 2022b) however there is no evidence that planned work on the Family Protection Act or the flexible pool of funds under Sanap Wantaim occurred. In interviews women and men have anecdotally identified that there are more women influencing debates and more men advocating for women. The latter is at least in part through the work of digital stories and the male advocacy training of WMC.

In terms of achievement against the design results framework; two of the four indicators do not appear to have been reported against at all (Annex 12). Those with no reporting are:

- Participant satisfaction with activities (multiple interview participants noted that this was a gap in monitoring the effectiveness of all training and activities)
- Evidence of strategies to promote women’s participation at all levels of government (MTDP III 3.5 Sector Strategy 5)²⁷

In terms of the beneficiaries reached under outputs associated with this outcome, a total of 1,576 (70% female) across four outputs. Note that this outcome has the highest number of reported beneficiaries.

Table 7: Outcome 2 reported beneficiaries

| Output/Activity | Women and girls | Men and boys | Total |
|---|-----------------|--------------|-------|
| 2.1 Action research undertaken to track progress for women over time in the target provinces | 34 | 0 | 34 |
| 2.2 Work with Government partners to deliver capacity building support to women at sub-national level | 288 | 21 | 309 |
| 2.3 Capacity building conducted for women representatives in Bougainville Community Government | 351 | 433 | 784 |

²⁷ Women in Political Participation and Leadership Action Research, Women Make the Change Project (2021–2022), Draft Executive Summary 2022, pages 1-2 – “The lack of data base available on the actual number of women appointed and elected as representatives at the LLG, ward, provincial assemblies and district councils is one of the reasons, support towards women leaders at the sub-national level has been done in ad-hoc basis.”

| Output/Activity | Women and girls | Men and boys | Total |
|--|-----------------|--------------|-------|
| 2.4 Leadership capacity building for young women piloted in cooperation with Government, development partners and local women's NGOs | 423 | 26 | 449 |

It is impossible to say whether the targets have been achieved as none were set for the overall programme and WMC has only partially reported against the Results Framework. However significant capacity building work has been delivered, and there has been positive interview participant feedback about the influence of the program on changing community attitudes. There are gaps in delivery though, for instance in the development of strategies to promote women's participation, therefore Outcome 2 is judged as have performed well in Effectiveness Rubric 2 (Annex 8).

Outcome 3. Women are perceived as equally legitimate and effective political leaders as men Planned

In support of Outcome 3 to build awareness of the value of women's political participation and inclusion in decision-making and to change perceptions of women's role as leaders, the programme planned to collaborate with existing stakeholders to change perceptions of women and leaders. This approach is designed to be layered with different stakeholders delivering the same messages through different channels to the same communities. Stakeholders targeted were men and women, political parties, churches, women's groups, families, and male relatives and chiefs.

Delivery of the programme was to be through multiple partnerships to facilitate community awareness raising in support of women's political participation at all levels of government. This includes developing and implementing a campaign plan focused on promoting women as leaders, drawing from global behaviour change campaigns and adapting locally developed models of working with communities to change perceptions of women.

The programme was also designed to support media training to enable the media to deliver more gender-sensitized election coverage on issues that support women candidates. This work was to build on the extensive networks both UN Women and UNDP have in PNG and link closely to any new phases of the ABC run Media for Development Initiative or social accountability programs. Online resources, including the PNG WIL Facebook page and the regional UNDP Pacific Women in Politics website, were also to be developed as key resources for women interested in politics.

Demonstrated

Men and women's attitudes to women in leadership were found to show some positive change, at least anecdotally. Changes in perception have not been quantified however this is acknowledged by the team as a gap. The University of Queensland has a survey which could be used in future programming. There are still areas of need identified through the evaluation, particularly in the need to contextualize for sub-national approaches and to continue to work to change the attitude of men to women in leadership.

In 2020/21, over 60 stories of women leaders and male advocates have been published online, in newspapers, on radio and on the UN Women website. Community dialogues were held during 2021/22. Storytellers are starting to take agency over how their stories are told and shared. Digital stories also gave the team insight into how electoral processes were practically implemented, following women's progress, challenges and successes and the act of storytelling and producing videos increased confidence of women with public speaking and interviews.

Upon reflection at programme inception, media training activities were scaled back given similar work in previous projects (DFAT) had not been able to demonstrate value for money towards delivering women in leadership outcomes.

In terms of achievement against the design results framework; three of the nine indicators do not appear to have been reported against at all, although two are a repeat (Annex 12). In terms of the beneficiaries reached under outputs associated with this outcome, a total of 1,159 (70% female) across three outputs.

Those with no reporting are:

- Number of media campaigns/advocacy on the legitimacy of women as leaders (repeated)
- Number of men in sub national structures trained in making space and supporting women’s leadership

Table 8: Outcome 3 reported beneficiaries

| Output/Activity | Women and girls | Men and boys | Total |
|---|-----------------|--------------|-------|
| 3.1 Supporting women's groups and leaders in advocacy on issues of national importance | 207 | 104 | 311 |
| 3.2 Campaign developed and implemented on the value of WL to PNG governance and development | 191 | 117 | 308 |
| 3.3 Documentaries / Comms. materials developed to promote success stories around WL | 420 | 120 | 540 |

It is impossible to say whether the targets have been achieved as none were set for the overall programme and WMC has only partially reported against the Results Framework. However significant work has been in digital stories and advocacy and there has been positive interview participant feedback about the influence of the program on changing community attitudes. There are gaps in delivery though, therefore Outcome 3 is judged as have performed well in Effectiveness Rubric 3 (Annex 8).

Outcome 4. Women are promoted as leaders in gender sensitive political institutions

Planned

To support Outcome 4, to promote women into leadership positions, the programme aimed to engage with Parliament and support women in key leadership positions, provide capacity-building activities, and explore opportunities for working with parliamentary committees. It also planned to work with the Department of Implementation and Rural Development (DIRD) to promote gender-sensitive planning for MP allocations and explore options for providing a sustainable parliamentary services hub for women MPs.

The programme design included use of the Inter-Parliamentary Union model to assess the ability of District Development Authorities (DDAs) to include women in decision making, develop policies and budgets that improve women's lives, and implement programs that meet their needs. The NCW, Provincial and District Councils of Women, and BWF were also to be involved in the programme, and technical assistance to be provided to strengthen these institutions. The technical assistance was also intended to strengthen the Department's influence over policy and legislation relating to women's leadership, establish the kind of data needed to measure change, and meet international and national reporting requirements.

Demonstrated

In practice, some activities supported both Outcome 1 and 4, for instance the work with the parliamentary committee. The IPPCC reported that more women than previously are contesting elections and have been successful (Gelu, Preparations for the 2022 national elections, 2021). However other sources identify that less women are contesting positions. Comparing the GoPNG 2022 elections, where 159 contested with 64 endorsed against the 2017 results of 167 contesting and 38 endorsed (Orovu Sepoe, 2022), a fall from 5.4% of the total in 2022 to 4.3% (Wood, 2022). The two elected women (2022 national elections) were not part of the programme and there are other influences of success such as family history and connections and funding. However, this could be an area investigated future programming. The

people who vote for women are believed to be influenced by the increasing media and awareness campaigns promoting women in leadership, partially delivered through WMC. Interviews for this evaluation were positive about the growing conversations and awareness promoting women in leadership. There have been no elections in ARoB since 2020 although interviews were positive about the growing number of women in politics in ARoB, particularly in Community Government, where it is mandated that there be equal male/female representation in leadership.

Government gender focal points have been established and trained and practice parliament activities have been delivered. There was some work with NCW who are mandated to lead the national agenda. UN Women worked with DfCDR and NCW tried to assist in resolving challenges with operations and funding following some controversy with alleged audit issues and staff challenges. WMC worked to build capacity for NCW to apply for funding for instance. However, the group remains largely dysfunctional.

Neither of the following results have been delivered although were included in the design:

- Increase of DDAs capacity to include women in decision making, to develop policies and budgets that improve women's lives, and to implement programs that meet their needs
- A plan for, or roll out of, a sustainable parliamentary services hub for women MPs has been established.

In terms of achievement against the design results framework; two of the eight indicators do not appear to have been reported against at all (Annex 11); note they are the same indicator repeated. Once against Output 4.2 and once against 4.3. It is: Evidence of strategies to promote women's participation at all levels of government (MTDP III 3.5 Sector Strategy 5).

There is a mismatch between the reporting which identifies four outputs and the 2020 ProDoc which identifies three. In terms of the beneficiaries reached under outputs associated with this outcome, a total of 1,257 (84% female) across four outputs.

Table 9: Outcome 4 reported beneficiaries

| Outputs | Women and girls | Men and boys | Total |
|--|-----------------|--------------|-------|
| 4.1 Work with political parties and IPPCC to build commitment of political parties to gender equality and WIL | 334 | 79 | 452 |
| 4.2 Work with National Parliament to promote women's leadership and gender equality | 0 | 0 | 0 |
| 4.3 National coordination of women in Political Leadership | 642 | 75 | 717 |
| 4.4 Build capacity of Dept for Community Development and Religion (DFCDR) to lead this agenda from the GoPNG's perspective | 74 | 14 | 88 |

It is impossible to say whether the targets have been achieved as none were set for the overall programme and WMC has only partially reported against the Results Framework. Significant work has been in the parliamentary committee which is now permanent however there are notable gaps in delivery. Therefore Outcome 4 is judged as having performed poorly.

Unexpected results

Digital storytelling provided an insight to individual experiences working within the campaigning and election processes. It was a reflection of the work that people are doing and speaking about it created a way of recognising the work and its impact. These activities also helped participants learn about interviewing techniques and the use of technology. Story-telling workshops have also driven incremental assistance. For instance a Maggie Tine (President of the Highlands Catholic Women's Association), engaged in story-telling, initiated an incremental advocacy workshop with the Highland Catholic Women's Association, further

increasing the reach of the program (UN Women PNG Country Office, 2022); similarly storytelling workshops have led to male advocacy workshops in the Highlands, also in 2022.

Conferences and workshops also assisted in networking, even when not formally part of the program. Women and men were able to meet, share learnings and make connections at these events which continued post event as informal coalitions on WhatsApp or similar. Technology has continued to be used although travel restrictions have finished. This has offered real-time and efficient and accessible ways of reaching stakeholders not otherwise available.

In Enga Province in December 2020, a group of male youth, six of whom were in the Youth Focus Group Discussion and who are known in the area as drug addicts and troublemakers approached their elected ward member who is a female and promised to do away with drugs. They confessed to their leader that the discussions had enabled them to realise that they as individuals can contribute meaningfully to the community.

6.4 Efficiency

Question 4: How efficient was the programme implementation?

Finding 4: The programme has been able to adapt as required and deliver most of their design with fewer resources than planned. This indicates an efficient operation. Internally, the project structure has been challenging given staff turnover, the difficulties in engaging implementation partners in government and the CSO sector and in house logistics and financing. UN stakeholders commented on the high workload and this may have been the reason that some elements like reporting were not always of the highest quality or delivered on time. Outwards facing products like digital stories and training material were received well and of a high quality.

Plans used, implemented and adapted as necessary?

Interviews identified that WMC has been flexible and open to adopt opportunities when they arise. This has been in evidence with the onset of COVID-19 and the changes made to programming to adapt (see Section 6.1) and in the pivot to change the South-South networking in Outcome 1 to a national and sub-national focus. Another example of adaptation is when government stakeholders have asked for assistance outside the original scope. An example is when, in 2021, ABG asked for assistance with a revision of the Bougainville Women’s Empowerment, Gender Equality, Peace and Security Policy and development of a Partnerships Policy. WMC was able to work through DFAT to support this work through the BPP. Other pivots to use funds included delivering a 2022 reflection on the NGE and planning to build DfCDR capacity to in turn, assist the NCW. This has not yet been possible despite multiple requests for engagement to DfCDR.

The WMC outcomes are quite broad which has provided flexibility to adapt but has also led to cross over in how achievement is reported with many indicators reported across multiple outcomes. For instance ‘Evidence of strategies to promote women’s participation at all levels of government (MTDP III 3.5)’ is allocated to all outcomes.

Reporting of beneficiaries is difficult to interpret. In donor reports there is data missing, awaiting partner information, inconsistent numbering between activities and outputs, totals do not add (July – Dec 2021 Activity 11) and in some cases, no numbering is provided in the beneficiary table to cross-reference in beneficiary tables (July – Dec 2020). Few outputs contained which would measure change, primarily measuring activities completed.

The MEL Plan appears flawed as no targets were assigned to indicators in the Results Framework ‘Data will be collected on the following indicators regularly throughout the project. They will be reported as required by government and donors’ (UN Women, 2020, p. 40). Outcome indicators appear in the RMS UN Women reporting tool but no trending results were

reported in this or the donor reporting or RMS. Quarterly activity reporting was narrative and budget based. The monitoring framework is also confusing with multiple indicators repeated across outcomes.

Despite a monitoring framework provided for in the design there has been little consolidated reporting or work with the DNPM, originally planned (UN Women, 2020). Multiple stakeholders have also identified that program monitoring and outcome-based reporting has been a gap [Donors, UN agencies]. The evaluation team has taken the ProDoc framework and developed a consolidated report of results against indicators (Annex 11).

Efficiency of project management structure

Stakeholders outside of UN Women have commented positively on how well the programme was run. Comments were that the WMC was collaborative and transparent and had access to the right expertise. Internally, the project structure has been challenging given staff turnover and the difficulties in engaging implementation partners in government and the CSO sector. The WMC team has only been fully staffed for eight months of implementation [UN interviews]. This is believed to be in part due to the uncompetitive salary which UN offers compared to other implementation partners in PNG.

The Project Board has been operating although irregularly but the Reference Group, which became the Community of Practice, has not met since 2021. The Board was designed in 2020 to consist of the lead Government institution (IPCC) and DfCDR, donors, UN Women and UNDP and co-chaired by IPCC and DfCDR. The plan was to meet bi-annually to ensure better coordination and collaboration across diverse stakeholders and similar programming, but its membership and regularity has been variable²⁸ and one interview speculated that this might be because stakeholders may not have seen substantive value in their attendance. Some stakeholders have not attended for at least a year [Donors].

There was also a Project Reference Group designed to meet more regularly than the board with IPCC chairing the group and membership from UN Women, women's representatives, DfCDR, beneficiary groups and technical providers as required. It met three times in 2020 and then transformed into a Community of Practice in 2021 to promote sustainability (UN Women PNG Country Office, 2021) however the change seems to have resulted in the group dissolving with two meetings cancelled in 2021 and no meetings in 2022.

While there is an Agreement between UN Women and UNDP Memorandum with reporting obligations UNDP reporting reviewed appeared incomplete. Donor interviews identified that inputs had been delayed and this was reinforced in beneficiary donor reporting where activities regularly had 'awaiting update from partner', for instance January – June 2021. UNDP and UN Women project meetings were ad hoc and UNDP stakeholders identified that their delivery relied on a single resource which was a somewhat risky approach and which stretched their ability to support WMC.

The programme regularly reports on where it has been able to add value to other programmes. Examples of where this has happened is in general support of women to access voter education, formal qualifications, financial literacy and networking. While reported as support in 'other areas' it could be argued that these areas are actually included in the design of the WMC and are valuable, but not incremental.

²⁸ June 2020, Feb 2021 (Deferred from Q3 2020 to Jan, then Feb), Sept 2021, April 2022, Dec 2022 deferred to Q1 2023

Programme funds, resources and activities adequate and timely?

Training and materials were commonly described as being useful, easy to understand and appropriate. A number of trainees commented that they would have appreciated more follow up after training.

There were mixed responses around communication, saying close collaboration [Donors], others felt there were silos [CSOs and DfCDR]. Reporting from UNDP, into UN Women was sometimes slow and programme donor reporting largely activity rather than outcome based [Donors]. UN Women has confirmed that the base reports were usually early except for one in January 2021 which was two days late.

WMC stakeholders raised some instances where logistics could have been more efficient, for instance in arranging travel and digital story development. From analysis of the donor reporting, finance also appears to be an area that requires improvement. In some instance, UNDP has identified late fund disbursements in 2021, which have meant that the programming has been delayed where funding could not be sourced from elsewhere. An analysis of the self-reported finances was confusing and identified more questions than answers. For instance, a closing balance at the end of one year did not necessarily equal an opening balance in the next year (for instance between December 2021 and January 2022). This was complicated by slightly different ways of reporting across years.

6.5 Contribution towards impact

Question 5: What was the programme's contribution of the intervention to the voice and agency of women in political processes and women's participation in politics and leadership position?

Finding 5: Changing community attitudes and political leadership are long term targets. At three years in, this evaluation can only look at early indicators and the potential of WMC to influence change. There is some evidence that the work done to date is having a positive impact on the voice of women. However, the data is not yet available to validate the qualitative inputs.

The 2022 analysis of 1,631 (female 700, male 543, children 400) digital story audiences found that 84% had changed their perspectives of women in leadership and 85% were inspired to support women in some way (Queensland University of Technology, 2022). The UN Women Facebook Page data shows over 43,000 hits on the women's digital stories in 2022 (UN Women PNG Country Office, 2023) and stakeholders interviewed in 2023 believe that women's voice, agency and participation in political leadership is growing, however when analysed, this is typically over a period longer than the WMC programming, for instance stakeholders talking about more women contesting 2018 ARoB elections.

The data available does not yet validate the qualitative inputs. Nationally, the 2022 NGE showed women contesting nationally actually fell although two women were elected (not involved in WMC directly) out of a total of 118 seats. Sub-nationally, women's political participation also remains a challenge. The Organic Law on Provincial and Local Level Government²⁹ requires one women's representative on each of the 20 Provincial Assemblies and each urban (31) LLGs, and two for rural (265) LLGs. While this equates to 561 women, approximately 9% of LLG members. Data in 2013 shows only 1.4% of councillors were women and 3.4% of presidents (Commonwealth Local Government Forum (CLGF), 2019).

What is not understood is the more recent level of sub-national leadership and how that might be changing or how national and sub-national voting patterns have changed over time, i.e. whether increasingly more people are voting for women candidates. By better understanding the details of the voter numbers it would be possible to understand if these have been

²⁹ [Microsoft Word - Organic Law on Provincial & Local Government.RTF \(dplga.gov.pg\)](#)

influenced by WMC work. It is important to note that there have been other programs in the women in leadership space, like Spotlight, other UNDP and UN Women programs, government and private sector professional development. Many stakeholders also identified that more work needs to be done to shift men’s attitudes, form stronger women’s coalitions and make structural change.

Stakeholders identified two key changes as important requirements to improve women’s voice and participation. These were building individual women’s capacity and updating political structures. WMC is working on both these areas, through individual training, mentoring, advocacy and networking and through the work supporting GoPNG and ABG’s capacity, policies and ultimately legislation. A key enabler is the now permanent Parliamentary Committee. Both of these areas of work are likely to contribute to the ability of women to contest and win seats, but it is too early to tell, and monitoring is not established to track, except for the digital story analysis in 2022 (Queensland University of Technology, 2022).

From interviews, individual training has built skills, confidence and motivation. Nine out of 13 people interviewed identified that training had given them confidence and that key changes in their own capacity and confidence and of other women they know has occurred over the period of 2021 to 2022 which is during the WMC program implementation period. Many also asked for more and for follow up support despite positive feedback about women are coming together at the grass-roots level, networks and coalitions beginning to create sustainable enabling environments. Stakeholders see this as being key to driving change from grassroots, to build partnerships and networks and support and change communities’ attitudes.

WMC pulled us out of our cultural and traditional roles. WMC helped me to come out to help our people. WMC provided opportunities for women to build up their capacity and capability to bring change. [Beneficiary]

Alternatively, a number of stakeholders felt that without the highest levels of change, through TSMs, gender informed policies and budgeting, working with individuals was less likely to be successful. The permanent Parliamentary Committee has been instrumental in providing an entry point into the GoPNG parliament. Stakeholders in ARoB noted that change has been occurring in the last three years through the Community Government Act. Previously, men were primarily in charge, now they are led by women in the workplace. This was seen as a difficult change but one which is starting to become embedded.

Tables have turned. 45/47 Chairpersons are now Women [Beneficiary]

Three stories of impact are included in Section 10.

6.6 Sustainability

Question 6: What is the extent to which the net benefits of the intervention continue, or are likely to continue?

Finding 6: The majority of stakeholders interviewed believed that change is happening and has the momentum to continue. In part this is attributed to the WMC, for instance, women’s networks, the establishment courses on the PILAG curriculum, positive legislation in ABG and IPPCC policies and the work of the now permanent Parliamentary Committee will support continuing work beyond the programme timeline.

Government policies are changing, and work is continuing to support GEWE with the support of WMC and independently. Examples are the Policy for Women's Empowerment, Gender Equality, Peace and Security and gender focal points in Bougainville, DfCDR budget supporting the Gender Policy, CEDAW reporting, joint outcome statements, training and communications with the IPPCC advocating for WIL. Under the revised Organic Law on IPPC, there is a women's wing in all the Political Parties and a provision to include other marginalised group like, the Youth, PWDs, etc. [IPPCC]. The Department of Personnel Management Gender Equality and Social Inclusion (GESI) Policy has brought significant changes in the Public Service in relation to Gender Equality and Leadership. More positive is that the GESI is legislated making implementation compulsory for the Public Sector. [IPPCC]. However political ownership, capacity and funding will remain areas of concern; highlighted in interviews and reporting.

We women support the WMC, but government must be seen to support too and be involved too for sustainability. [Arawa Urban Council]

We need resources for expansion and replication of WMC. [GEWE Advocate]

The relationship with IPPCC is strong but DfCDR engagement has been variable. In 2021, there were multiple examples of joint delivery of workshops but in 2023, there is a level of frustration within both WMC and government that work has not progressed; DfCDR asking for more collaboration and WMC noting multiple attempts to engage without luck. Stakeholders also identified the need for more involvement of other areas of government, specifically the Department of Personnel Management, given they are custodians of the custodians of Gender Equality, Disability and Social Inclusion policy and that the public service is also a source of future women leaders.

Twelve stakeholders identified government support as low to moderate, with only one describing it as strong and this was in reference to the ABG work and the Parliamentary Committee (n=20). CEDAW assistance to DfCDR has stalled [Interviews and 2022 donor reporting] despite multiple approaches to government and while the permanent Parliamentary Committee is positive, there have been few occasions where the work has been raised on the floor of Parliament [Interviews]. There were also many that were concerned that national women's associations, government ownership, progressing the TSM agenda, enforcement of policies, sub-national work and funding remained areas requiring further work in partnership with programs designed to support removing other barriers like gender-based violence. Although identified as a risk to sustainability in the ProDoc, the PacWIP³⁰ website remains funded by UNDP in 2023.

From interviews, CSOs are positive about the work and want to continue but need assistance. In theory, CSOs and women's organisations like BWF, BHCP and NCW are in strong positions to continue this work with mandates, networks and multiple urban and provincial locations. However, their ability and funding are limitations. The NCW in particular is recognized as requiring assistance. WMC has worked with both NCW to improve this however no traction has yet been evident. As mentioned elsewhere, BWF has also been supported and engaged however under performance has led to contract termination in 2023; stakeholders at BWF remain disgruntled about this, seeing their role as pivotal in this work. BHCP has delivered awareness and training in Bougainville in 2021 (UN Women PNG Country Office, 2022b) and is seen as a success which could potentially be built on [Interviews].

³⁰ [Who Works on WIP - Pacific Women in Politics \(pacwip.org\)](http://pacwip.org)

Private sector engagement was also seen as important by stakeholders interviewed and in evidence through the stories by women (UN Women, 2021b) and interviews [Government, UN]. Women have been successful in business and are building awareness and behaviour change. Their stories and evaluation interviews demonstrate that private sector women have been able to transfer their skills and experience to government. Women’s stories (UN Women, 2021b) and interviews identified that the private sector is part of the ‘supply chain’ for women in political leadership. Stakeholders interviewed also identified that selection of participants in WMC could have been more needs based, across more sectors to improve the nomination of participation [Donor, beneficiary, UN interviews].

There are multiple interfaces where the private sector and programming could intersect. Women from the private sector contesting could be supported to stand [UN, beneficiary interviews]. These women and others could also provide mentorship for other women in common areas like financial literacy and public speaking. This sector is also an area where partnerships to build sustainability may also be possible, for instance universities partnering with PILAG [Donor, beneficiary, UN interviews].

WMC knowledge products are available to country stakeholders. Outputs like communication campaigns, manual and outcome statements can continue to be used although will require updating as contexts change. PILAG’s work will need more support to become self-sustaining. Stakeholders noted that it is expensive for participants to afford without donor support. Ideas tabled have been to offer more remote learning and to deliver part of the training at provincial campuses, so women are not required to travel so much.

6.7 Gender equality and human rights

Question 7: To what extent were the most marginalized groups (i.e., women, youths, persons with disability, LGBTIQ) engaged in the programme?

Finding 7: WMC was seen to be inclusive by most stakeholders interviewed however there is only some data to back this up. Stakeholders commented that they have been encouraged to change their policies and facilities to be more inclusive and accessible. During training, WMC involved men and women in some and supported women separately in other cases. In contrast, some stakeholders felt that there could be more of an effort to include more diverse cohorts. Mature and experienced women would be great mentors for young leaders; working with PWD, people from the LGBTIQ community, people from rural areas/communities, and youth would strengthen the ability of these groups to participate in political leadership through targeted programming and would provide perspectives for those not in these groups [4 interviews, including PWD].

Age, location and differing abilities were not recorded for some activities. In one case 39 people were recorded as having ‘other gender’, which is without explanation in narrative and which was only reported once in over three years (UN Women PNG Country Office, 2021b). Activities were not specifically targeted to LGBTIQ groups so reporting such a high number seems to be in error. Without understanding the reach and demographics of beneficiaries, it is difficult to understand and address any anecdotal gaps.

From WMC donor reporting, women have been the primary programme participants (72% excluding beneficiaries whose gender was not recorded). WMC also trained men and worked with male advocates which has been universally seen as positive and an area where more is required. Most men interviewed (n=14), across government, CSOs and training participants, were very positive about the programme.

From interviews and the Digital Stories analysis (2022), there remain opportunities to plan for and monitor accessibility and relevance for other groups like (i) PWD who need to be included during women’s empowerment programmes and political leadership elections; (ii) community and sub-national groups and institutions, incorporating provincial and cultural differences; (iii)

youth to create pathways for girls in leadership and strengthen gender equality behaviours; and (iv) men to continue to advocate for women and support change.

6.8 Testing the Theory of Change

See Annex 10 for details of the analysis carried out to inform this. Data collection was through a workshop and through the interviews completed as part of the evaluation.

Testing the ToC design

- The design of the ToC in the ProcDoc (UN Women, 2019) in large part creates a valid theoretical set of pathways to contribute to women participating in leadership in public and political life; there are opportunities for more mutually reinforcing activities to be grouped together and aligned.
- This reorganisation of the causal pathways may better represent how activities can work together to better address assumptions and deliver change. For instance, combining capacity building of government (Activity 4.3) with support to deliver policy and legislative change (Activity 1.1 and Activity 4.2) would capture more of the elements required to deliver legal and policy frameworks (Outcome 1). This strengthened mapping may better address the political will and institutional willingness not fully realised.
- Strengthening girls and women in leadership could be combined and reinforce networks and sustainability of change with 'ready-built' mentors for young women leaders where interventions between women and young women were combined
- A proposed reorganisation of elements is in Annex 10.

Testing the results against the design

- Outcomes 1 & 4: While there is no doubt that the technical support provided to government and the work with the parliamentary committee, under Activity 1.1 contributed to Policy and Legislative change, particularly in ARoB, additionally activities are required to strengthen this result. The political will assumed has not been demonstrated consistently. This and limited government capability have delayed results here. Examples are building the capacity of government, working with demonstrated successes (regionally with South-South and locally across wards and provinces) and harnessing the passionate government champions where they exist.
- Outcome 2: Strong links have been built through the activities like the regional advocacy groups, WhatsApp communities and the Academy alumni. These activities are thought to have contributed to the delivery of Outcome 2 in terms of building an interested and capable cadre of women.
- Outcome 3: Activities designed to build the awareness of the value of women in leadership have been prolific with videos, community dialogues and newspaper, radio and internet articles. Community questionnaires and feedback online during the elections have shown some shifts advancing the positive attitudes and awareness of the value of women in leadership. However, the strength of the linkages between these activities and changes in perceptions have not been quantified.

7 Lessons learned

This section includes a summary of lessons learned followed by lessons under sections of 'barriers' and enablers' to change. These lessons also inform recommendations and based in the conclusions in Section 6. They are:

- Capability gaps and the burden of engagement between CSOs and government with multiple UN agencies and projects, can limit the ability of these groups to deliver programming
- Working with individual women builds skills and confidence but can have a limited impact on the structures and attitudes they face in their communities
- Partnerships with experts like QUT can add value and help resource programming activities
- Leveraging existing successful mechanisms, like the parliamentary committee can deliver

benefit for incremental effort rather than from scratch.

Barriers

There have been challenges in delivering activities. The WMC team is relatively small but has been unable to deliver through as many local partnerships as hoped as many capable CSOs are at full capacity with other programs like Spotlight. WMC staff turnover has also been challenging, particularly since the team has the primary responsibility for delivery. There has also been difficulty in co-delivering with government. The ownership and ability of government and partners has sometimes been limited, particularly in project management and monitoring and evaluation. This is despite government stakeholders identifying that they want more engagement during interviews.

Increasing skills and confidence at an individual level is positive although a number of beneficiaries raised that they would have liked more support post-training. The practice parliament activity and PILAG training have been seen as key enablers by stakeholders. However women returning to communities, working environments, colleagues and structures which do not support them can create barriers to progress. There are also other structural changes, like legislation and policies which are being reviewed and updated slowly but which are challenged by lack of political will, for instance the GoPNG TSMs were not raised in parliament, despite endorsement.

The 2020 ABG elections, the national General Election in 2022 and COVID-19 negatively impacted the programme, driving delays and disruption (interviews) although COVID-19 adaptations have built new skills in the use of technology and driven the development of hybrid models of working, in person and remotely.

Disappointedly, women's groups do not always agree and are not always capable of supporting national change. For instance, both BWF and NCW have capacity issues and have been unable to effectively bring together a cohesive approach to support women in leadership.

Although for a different project, women are reporting being abused by their husbands when travelling to attend UN Women meetings or training. This is an area where thoughtful design and inclusion of men may offer better outcomes (Rakova, 2022).

Enablers

Political advocacy and support from men was raised by many stakeholders as key enablers to promoting women and changing attitudes. WMC's 'on-the-ground' presence and partnership with government organisations like IPPCC and ABG have helped embed change. The credibility and history that UN Women and UNDP have in PNG has helped access some of these stakeholders, for instance, through the Parliamentary Committee. The ability of UN Women and UNDP to also draw on the Spotlight program and others to inform programming and to build on results has been beneficial; for instance ending violence against women and girls and gender equality are areas which both impact women in leadership.

The coalitions that were built up also strengthened the in-country support, especially since the NCW have not been fully operating. Women themselves and the mentoring relationships and networks which have formed are seen as reinforcing learning and offering sustainable support.

Personal stories have helped both the individuals telling them, through building confidence and skills in public speaking, and helped communities build awareness. These individuals offer an accessible way for communities to understand. Many interviews commented on the increased skills and confidence of women who have been trained are now more able to address inequalities and operate in government structures. Inclusion of business and faith-based groups were also seen as a positive entry point into increasing women leadership, through

their advocacy and as pathways to political leadership. Almost 30% of the women telling stories had their first experiences of leadership through their churches (UN Women, 2021b).

The diagnostics workshop following the 2020 Bougainville elections was seen as a participatory way of reflecting on successes and challenges to inform and build support. This was repeated following the PNG election in 2022.

8 Conclusions

1 - Effectiveness and Sustainability: Positive changes in women's ability to access leadership have occurred and are likely to continue. In part this is attributed to the WMC, for instance, individual training, women's networks, the establishment courses on the PILAG curriculum, work with male advocates, positive legislation in ABG and IPPCC policies and the work of the now permanent Parliamentary Committee will support continuing work beyond the programme timeline. Changing attitudes and behaviours is an area not quantified and working with men in this space is seen to be critical.

2 - Relevance, Contribution towards impact and Gender equality and human rights: Pathways to leadership vary across different provinces, sectors, ages and abilities; these require different approaches to programming. Data-driven reflection identifying how different groups access and benefit from programming has been limited.

3 - Coherence: Implementation partner strengthening can be improved by more deliberate and coordinated collaboration with common stakeholders across UN programs and development partners. Common government and CSO implementation partners exist across many UN programs, e.g. Spotlight. As multiple programmes seek to work with the same groups, their ability to accommodate diminishes as the burden to engage increases. As a result, the coordination government and CSOs might have offered WMC was also limited.

4 - Effectiveness and Sustainability: Implementation partner capability and inconsistent leadership, particularly in government, were challenges enabling ownership and results. While national organisations like PILAG and IPPCC have been strengthened through WMC, others, like BWF and the NCW have not. This has limited the ability for these groups to align and continue to drive change.

5 - Effectiveness: The supply chain of women for political leadership can be more deliberately considered across private, public and faith-based organisations to identify specific pathways and needs. Women in leadership generally remains an area requiring support nationally. Selection of and work in targeted areas and provinces and across sectors and at sub-national levels could be strengthened to build this support.

6 - Coherence: Partnering with UNDP has offered experience, credibility and access to stakeholders. Updating the Theory of Change and results framework as well as measuring joint results, adapting and building on these will continue to deliver positive change and streamline engagements with common stakeholders.

9 Recommendations

Each is numbered referencing the conclusion upon which it is based.

9.1 Short term: Within the remaining implementation period

1.1: WMC to continue to strengthen the relationships with national and ARoB Government departments, including those outside of DfCDR and to leverage the permanent Parliamentary Committee and strong relationship with IPPCC and ABG. This will build sustainability through

more embedded responsibilities and effectiveness of results as yet undelivered. UN Women to utilize existing partnerships in UNDP, through IPPCC and ABG and through donors to access these departments in a coordinated and streamlined way.

1.2: WMC and partners to continue to support individual women to increase skills and confidence to take up leadership positions. This will continue the work in raising women's technical ability and their confidence. Continue to support the PILAG alumni and other networking and coalition initiatives through technical assistance on content development and delivery, financial support and facilitation of communication with government. Engage communities through storytelling, and build networking/coalitions/relational work, address embedded cultural barriers.

1.3: WMC, government and other partners continue to advocate to improve attitudes towards women in leadership and drive change in local organisations and government. Engage and train men as advocates and provide platforms. Actively measure the changes in attitudes and behaviours through tools like the University of Queensland model and use to continuously improve programming.

2.1: UN Women and UNDP to strengthen programme monitoring, reflection and learning. Contextualise advocacy to make relevant and encourage adoption: provincial, LLG, ward level and ARoB levels by using local knowledge and research and PILAG alumni to design and deliver contextualised programming. Actively use results to improve and adjust programming, including understanding reach and demographics. Improved focus on Inclusivity in design and monitoring will help to improve accessibility for marginalized groups like PWD, community and sub-national organisations across cultural differences and men.

9.2 For future programming

Future programming developed during this time is recommended to align with GSW65. (<https://www.unwomen.org/en/csw/csw65-2021>).

3.1: UN Women and other UN partners coordinate work at the national and sub-national levels to develop streamlined approaches, common messaging and to address institutional barriers to women in leadership and to build ownership. Base programming on needs in government initiatives. Establish mechanisms for programme coordination across development partners and include transition to local ownership in programme design so that ongoing delivery is not time-bound with programming cycles.

- Engage with DfCDR, Department of Personnel Management, DIRD, DJAG, DNPM and Department of Provincial and Local Government Affairs (DPLGA) in designing and prioritizing interventions and partners
- Coordinate across UN to identify the needs of key CSOs delivering work in gender-based programmes and deliver aligned support and engagements with these groups
- Support the development and roll out of equitable policies and structures, the delivery of CEDAW reporting and reintroduction of and advocacy for TSMs
- Work at both national and sub-national levels including at local-level government (LLG) and ward levels, considering regional and local contexts
- Build connections between national and subnational leadership pathways
- Clarify where UN mechanisms can support and where work with other partners can help if UN does not have mandate. Expand the PILAG curriculum to support women standing in sub-national roles, including provincial delivery of content at least in part.

4.1: UN Women and UNDP partner to continue to strengthen PNG and ARoB non-government organisations and programs which will in turn, strengthen country ownership and sustainability. Build partnerships with organisations who also run women leadership programs,

who work to address barriers like gender-based violence and who have WIL networks (the NCW, Provincial Councils of Women, the BWF).

- Be inclusive in consultations, involve partners like BWF, NCW, Nazareth Centre, and other CSOs, private sector and government in designs.
- Develop capabilities to strengthen women’s networks, to maintain the momentum of change and to assist more actively in delivery of programming. Strengthen NCW’s position as an independent organization; an equal partnership between the NCW as an NGO and DfCDR as government. Work with NCW to improve operations, capacity and sustainability. After a review of its terms of reference, reinvigorate the Community of Practice as a way for women to support and learn from each other.

5.1: UN Women and UNDP partner to diversify the cohorts of programme participants based on need. Have a structured approach to identifying and engaging with potential leaders within the public and private sectors, CSOs, faith-based organisations and through schools in order to reach those who will have the most impact. Target assistance to context and areas of need based on research; for instance, financial literacy and fund raising to support community programs and 'handmak'. Utilize information through associations and business groups to identify needs. Mold young leaders through school and mentorship.

6.1: UN Women and UNDP partner to use data to drive designs and decision making to deliver cost-effective and targeted assistance. Establish the programme as an equal partnership between UN Women and UNDP offering improved alignment, project management and operational support like finance and logistics.

- Look successful WIL and understand what has enabled and supported this; conversely, learn from where women struggle.
- Institute strong programme monitoring against targets and measure changes in knowledge, attitudes and perceptions.
- Institutionalize sharing across programs for both technical work and engagement with key government and CSOs stakeholders. Design engagements with common stakeholders to minimise the burden of participation.

*There is a new momentum that the WMC created and should be embraced [Beneficiary]
Start planning for the next election [Beneficiary]*

10 Impact stories

All stories have the permission of subjects to publish.

10.1 Mea Lou Isaac – an example of pathways to leadership from the private sector

Mea Lou Isaac has been an elected member Motu Koita Assembly since 2018, representing women in five villages which cover eight electorates and three to four thousand women. The Assembly is funded under GoPNG, and its objectives are to protect and strengthen the identity of the Motu Koita people as the original landowners of NCD. Under a monthly grant, Mea supports women’s coalitions and her communities’ education, health, transport, law and order and other basic services.

Mea started her career as a business secretary. Management training provided through the private sector and subsequent management and leadership roles have paved the way into more strategic and critical thinking. Over time and through experience, Mae’s confidence and ability have grown. She is now better able to negotiate and present herself as a leader and manager. Other managers were a great influence and shaped the way she saw things in

different situations and environments. It inspired Mea to similarly make a difference in someone else's life.

In 2022, Mea participated in the WMC programme through production of a digital story. As a result of her continued growth through this, her own work and the support of the Assembly leadership, Mea has helped the Motu Koita Assembly establish standards, introduce new technology and develop partnerships with stakeholders in national and international agencies.

She feels like changing attitudes is key to supporting WIL and more can be done to raise gender-equality awareness in community. She is keen to particularly see changes in men's mindsets, starting at home. She also believes that more mentoring of younger women and strengthened partnerships with government and community groups are required. Mea expects change to be gradual given the diversity and challenges in PNG but strives to advocate herself to achieve better outcomes for a healthy, wealthy, safe and wise community and society.

10.2 Benedict Hipom – selected as a person with experience across different programmes

Benedict has been the President of the Morobe Disabled Agency (MDA) since 2010 and uses a wheelchair himself. MDA is an umbrella organisation for PWD organisations in Morobe Province with both individual and group membership at district and provincial levels. As the head of MDA, Benedict has been involved with both the WMC programme and the Meri Seif Programme that has been working in the Lae market since 2014. Benedict sees that the WMC Programme complements the Seif Market Programme; they both target women and capacity building for these women to assume higher responsibilities.

From his perspective, he believes more changes have been delivered through the Meri Seif programme than through activities under WMC, primarily training. Through the Meri Seif Market programme, individual and structural transformation is taking place. Prior to the programme, women vendors were not organized, their needs were not addressed, and women were subject to abuse. Now, women are more confident and mobilized and the Lae City Authority has established the market management committee and a vendor association established, with over 400 members. The market is now more accessible for PWD. These changes are causing flow on benefits as market vendors collaborate with growers.

Benedict has also experienced benefits from the WMC training where he was invited as an observer. It has given him an access to networks in the social and gender space. This has also identified opportunities to align his work with that of others, including potential partners. A Momase Coalition WhatsApp group was created after the training, to share ideas about electing women to office and leadership generally. Benedict hopes that women candidates can build on the training and start speaking publicly in their respective communities to gain support, not waiting for another training from the WMC Programme. He was disheartened by 2022 election results.

In the future, Benedict hopes that the intersectionality of women and PWD can access more support and funding. He sees equality across multiple dimensions and believes that transformational change involves changes in mindsets and should take place 'where people are'. He believes that the WMC can be improved through an increase in collaboration with DfCDR nationally and the Division of Community Development provincially.

10.3 Roselyn Latu and Amos Ragu – selected as people in community government in ARoB

Amos and Roselyn both work in the Halia Community Government in ARoB; Amos is the Chair and Roselyn the deputy. Amos attended the Male Advocacy and She Leads training run by IFES; Roselyn the She Leads training in 2019. The team works together to deliver change and the

approach of sharing leadership has delivered value for the Halia community. Both see that the WMC training has been instrumental in supporting change as the 2016 Community Government Act drove structural changes introduced shared male/female leadership in Community Governments. The WMC training helped the transition by enabling both Amos and Roselyn to work with colleagues and communities and build understanding and acceptance.

Amos believes that the combination of this training and his experience sharing leadership with Roselyn has changed his perspectives. Training provided the theory, and the workplace demonstrated the reality. Roselyn was the Chair of the Community Government and Amos was able to witness her leadership capabilities firsthand.

Previously, he had believed that men should be the authority. He now sees leadership as a partnership between men and women. He has also noticed that when this combined approach is taken in community and at work, decisions are more balanced and deliver more value. Amos is now an advocate for women in leadership and believes that there is an opportunity for more men to learn from his experiences, particularly since he is only one of two Chairs in the 47 Community Governments and that there are therefore 45 men currently working as deputies to women leaders.

Roselyn was one of the first two female Chairs in Community Government. As the Act was rolled out, colleagues and communities lacked understanding about why things were changing. Communities and male Ward members had to adjust, and systems were still developing; the ARoB government had not really planned for how second tier governments would be supported and funded. From her perspective, this was a challenging time, as Roselyn herself was adapting to life in the public service compared to the private sector. In the beginning, it was also difficult in the workplace with colleagues doubting her ability, even trying to reverse her appointment. First her public service induction, then the WMC training empowered built Roselyn's confidence. Over time, she learned that working with executives was able to help her demonstrate her abilities, improving the working relationships and confidence in her.

She found the WMC training relevant and helpful and opened her eyes to the different needs and cultural contexts across communities. WMC taught her how to work with communities to explain the benefit of equal partnerships which were different to traditional roles. This is still a challenging area with many women in communities still scared to 'step up'. Roselyn would like to see more training and for it to reach Ward staff and church and community leaders to help empower more women.

Roselyn believes that mentoring and teaching literacy and numeracy skills are key for emerging female leaders. Her belief is so strong that she is also personally funding young women attending training. She is now also mentoring young women, which she enjoys. She is now working with others to form a local network of women to help 'gather strength and courage for women collectively'.

Roselyn sees herself as a trailblazer, being one of the first female leaders and delivering significant change in her community. Amos sees himself as an advocate for change amongst men. Collectively they form an impressive team!

Annex 1: Terms of reference

End of Programme Evaluation

| | |
|------------------------------|--|
| Programme Title: | Women Make the Change: Increased voice for women in political processes |
| Objective: | Design and implementation of Women Make the Change End of Programme Evaluation |
| Duty Station: | Home-based with some travel to Papua New Guinea (Port Moresby and Provinces) |
| Supervisor: | Monitoring Evaluation and Reporting Specialist |
| Application Deadline: | 31 August 2022 |
| Type of Contract: | Special Service Agreement (SSA) |
| Required: | International Consultant |
| Desirable Languages: | English and Tok Pisin |
| Starting Date: | 01 March 2023 |
| End Date: | 09 June 2023 |

1. Background

Women’s leadership and participation is one of UN Women’s primary areas of work as mandated in its inception, recognizing the integral role of women in strong and stable democratic processes. In order to promote the leadership and participation of women in decision-making processes, UN Women works to promote gender equality in parliaments, electoral bodies, political parties, media and other institutions.

UN Women has a proven track-record in supporting women’s political participation through its programmes across various regions, under the guidance of UN Women’s founding resolution (GA resolution 64/289) and its Strategic Plan. UN Women is increasingly being called upon by UN partners, civil society partners, donors and governments to provide specific and often short-term gender expertise for capacity building and policy support on women’s political rights, participation and leadership.

However, despite all these positive steps towards promoting women’s leadership and political participation, women still experience considerable challenges in being able to fully and meaningfully participate in political life. In particular, women remain underrepresented in political leadership positions and misperceptions regarding their right to contest open seats persist.

Taking steps towards addressing the challenges, the PNG government has demonstrated its commitment through a number of national and global policy frameworks including, Vision 2050, the Gender Equality and Women’s Empowerment Policy, Goal 5 of the Sustainable Development Goals, the Convention Against All Forms of Discrimination Against Women (CEDAW), and the new Medium- Term Development Plan (MTDP). MTDP3. Those frameworks and policies will guide interventions aimed at addressing the leadership and political vacuum for women in PNG.

In 2016, UN Women conducted a joint consultation on women’s national leadership with the Department for Community Development and Religion. Findings from that exercise led to the design of the Women Make the Change programme (2019 – 2022) on women’s leadership and political participation with a budget of AUS\$ 5,116,889 received from Australian government, DFAT 71% and New Zealand government MFAT 29%. The programme was a national programme being implemented in PNG and Bougainville.

This programme focuses on four critical outcomes:

1. Legal frameworks strengthened to promote gender balance throughout the

political processes

2. A cadre of interested, diverse and capable women political leaders supported at national and sub-national level
3. Women are perceived as equally legitimate and effective political leaders as men
4. Women are promoted as leaders in gender sensitive political institutions

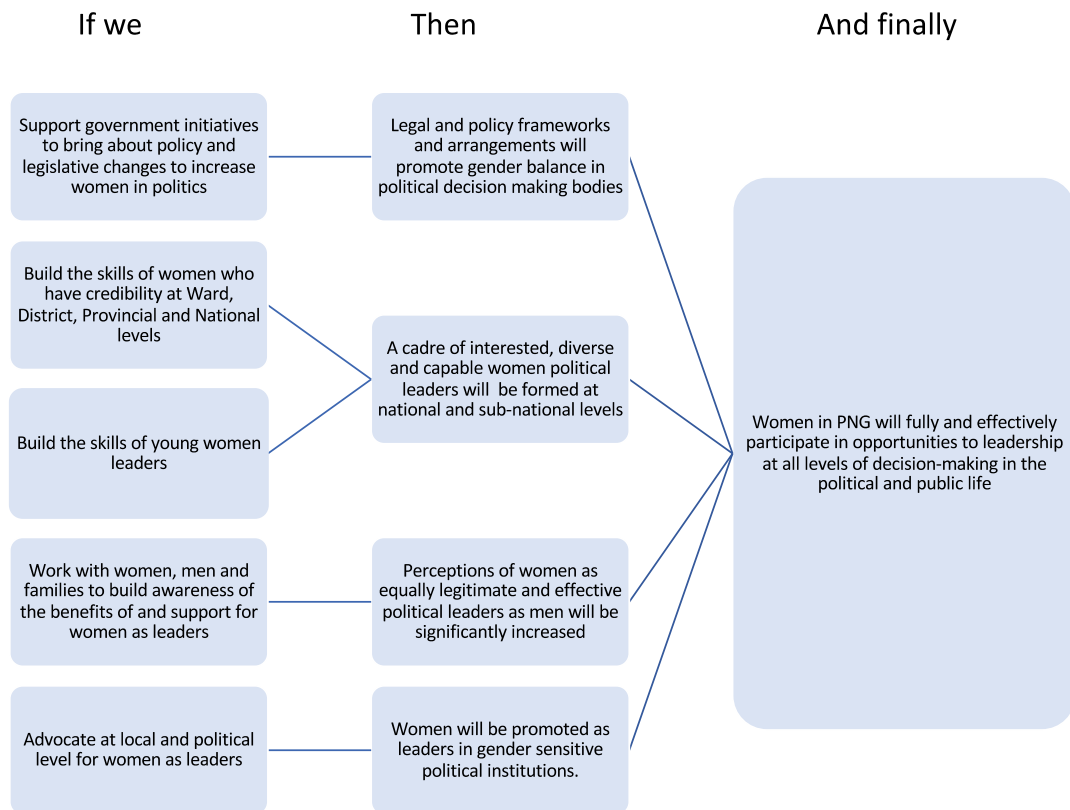
1.1. Direct Beneficiaries

The programme targeted women in leadership positions, aspiring women leaders, young women and community members, (women men and youth). Sitting parliamentarians, political parties and selected government institutions were also targeted by the programme.

1.2. Programme Governance and management arrangements

The Programme was implemented through the UN System's One UN Fund modality and coordinated closely with the One UN People Priority Working Group, to ensure a harmonised and coordinated approach to planning implementation and monitoring. In the spirit of ensuring national ownership and inclusive participation, programme implementation was done in close partnership with a cross- section of government partners, the National Parliament, civil society and community organizations and other relevant development actors. The programme had a board responsible for strategic oversight of the programme, including recommendations to endorse programme plans, revisions and budgets. The main role of the Programme Board was to ensure the programme remains on track vis- à-vis the goals, objectives, results defined in the programme document, endorse the programme annual work plans and to provide strategic guidance to the programme implementation.

PNG Women Make the Change Program Theory of Change



2. Purpose of the Assignment

The UN Women PNG Country Office is seeking the services of an international consultant to conduct the end of programme evaluation. The evaluation should follow the United Nations Evaluation Group guiding principles and the UN Women Evaluation Policy and corresponding guidance.³¹ The overall purpose of this evaluation is to provide information for decision-making regarding the next phase of the Programme and to support learning and accountability from the results thus far. The evaluation will examine who benefited, how resources were utilized and how partnerships contributed to the programme achievements. The findings from the evaluation will be used by UN Women, UNDP and government institutions. Women Make the Change Phase 2 programme design and implementation will be informed by this evaluation.

3. Objectives of the end of Programme Evaluation

The main objectives of the end of programme evaluation are to:

- i. assess the relevance and coherence of Women Make the Change programme with respect to UN Women and broader UN system programmes
- ii. assess effectiveness of the programme intervention in achieving the 4 Programme outcomes.
- iii. assess the sustainability of the intervention in achieving women' participation in politics and decision-making leadership roles
- iv. collect a number of impact stories from beneficiaries (both females and males),

³¹ UN Women Evaluation Policy (2020): <https://www.unwomen.org/en/digital-library/publications/2020/08/evaluation-policy-of-the-united-nations-entity-for-gender-equality-and-the-empowerment-of-women>; and the UN Women Evaluation Handbook (2022): <https://www.unwomen.org/sites/default/files/2022-05/UN-Women-Evaluation-Handbook-2022-en.pdf>

- key government partners and stakeholders
- v. identify and validate lessons learned, good practices, challenges, examples, and innovations of efforts that support gender equality, human rights and youth empowerment
- vi. provide actionable recommendations for UN Women, Women Make the Change programme.

4. Evaluation Criteria

In accordance with the evaluation objectives and guided by the OECD-DAC evaluation criteria, the following key areas will be examined as indicated below. The below questions are an overview – the consultant is expected to refine the evaluation questions and develop the evaluation matrix as part of the inception phase to ensure feasibility

4.1. Relevance:

Assess the relevance of the programme objectives, outcomes, and design in addressing the problems faced by women and their needs and priorities, adaptability to COVID-19 in participating in politics and leadership positions.

- Was the programme relevant vis-à-vis the causes/factors of gender inequalities in political participation and leadership positions?
- Were the programme objectives valid over the course of the programme?
- what adjustments were made given the COVID-19 pandemic and other social disruptions?

4.2. Coherence:

Assess the compatibility of the intervention with other interventions, whether the objectives remained valid over the course of the programme, and whether, and how, adjustments were made.

- How did the partnership approach work and what were its benefits?
- To what extent were the different stakeholders' efforts coherent with each other and the overall aim of the programme?
- To what extent was the programme coherent with other UN efforts, Government of PNG, Donors in the area and internally with UN Women programmes?

4.3. Effectiveness:

Assess the achievement of programme objectives

4.3.1. What progress has been made towards achieving the anticipated programme outcomes and outputs as articulated by the indicators in the results framework?

- What were the major factors influencing the achievement or non-achievement of the programme objectives?
- Were there any unplanned positive or negative results? Did these unplanned results affect the programme?
- To what extent did the external environment affect the achievement of the programme objectives and outcomes and how?

4.4. Efficiency:

Assess the efficiency of planning and implementation.

- Were plans used, implemented and adapted as necessary?
- To what extent was the project management structure, as outlined in the project

document, efficient in generating the expected results?

- Were project funds, resources and activities adequate and to what extent were they delivered in a timely manner?

4.5. Contributions towards Impact:

Assess the contribution of the intervention to the voice and agency of women in political processes, women participation in politics and leadership position.

- Did the programme make a difference in terms of women’s participation in political and leadership positions, and if so, how?
- To what extent did the intervention increase women’s empowerment and voice in political processes and decision making?

4.6. Sustainability:

Assess the key factors affecting sustainability of the programme.

- What is the extent to which the net benefits of the intervention continue, or are likely to continue?
- Will the benefits of the programme last focusing on national ownership/buy in from government and CSOs?
- What is the potential for sustainability, replication, and expansion?

4.7. Gender equality and human rights.

- To what extent were the most marginalized groups (i.e., women, youths, persons with disability, LGBTQI) engaged in the programme?

5. Evaluation Methodology

The evaluation will use non-experimental, theory-based and gender responsive approaches; mixed methods (quantitative and qualitative data collection methods and analytical approaches) will be utilized to account for the complexity of gender relations in PNG and to ensure participatory and inclusive processes that are culturally appropriate. The consultant will reconstruct the Theory of Change as necessary to ensure a robust analytical framework for assessing contributions to outcomes at the time of evaluation, ensuring any changes to the original TOC are taken into account. The consultant will use various data collection methods to provide evidence-based information that is credible, reliable, and useful. The methods to be used include a review of programme documents, key informant interviews, focus group discussions and individual interviews. The evaluation will engage the UN Women programme team, government counterparts, implementing partners, direct beneficiaries and other stakeholders. The evaluation methodology should enable achievement of the evaluation purpose, be aligned with the evaluation approach, and be designed to address the evaluation criteria and answer the key questions through credible techniques for data collection and analysis. Because of COVID and other external constraints, the evaluation may need to be conducted virtually.

To ensure maximum validity, reliability of data (quality) and promote use, the evaluation will ensure triangulation of the various data sources collected using various participatory methods listed below. The entire evaluation will be undertaken as per UNEG guidelines and consider a

human-rights-based and gender empowerment approach³². The evaluation experts and all their direct collaborators will follow UN Women's Evaluation Handbook and are bound by the UN Women report assessment criteria ([GERAAS](#)), which will be provided upon initiation.³³

6. Evaluation approaches:

6.1. Desktop review/documents review:

The consultant is expected to review programme documents which will be supplied by UN Women for a deeper understanding of the programme before finalizing the tools. The documents available for review include programme documents, baseline reports, activity reports, quarterly reports, biannual and annual reports, monitoring reports that might be relevant. The consultant is also expected to review other external secondary data such as national strategic and legal documents.

6.2. Key Informant Interviews:

The consultant is expected to engage executing agencies, senior government officials and key experts. The evaluation team will therefore hold interviews with programme team (both from UN Women, UNDP) who were involved in implementing the programme. This will be complemented by Project Board, academia, local government and CSOs and community leaders who understand and involved in programme implementation.

6.3. Focus group discussions:

The consultant is expected to hold several discussions with different groups of community members (women, men, young people, persons with disability, LGBTIQ) to elicit qualitative insights into the programme's successes and challenges with regards to the programme successes and underlying issues and contributions to impact. The focus group discussions will be expected to be conducted in select locations throughout PNG, specifically in areas where the baseline survey was conducted. A most significant change or outcome mapping approach may be proposed by the consultant.

6.4. Individual Interviews:

The consultant is expected to hold individual interviews with direct beneficiaries, women leaders who participated in Women Make the Change programme capacity building activities. The information will be used to measure the achievement of the programme in improving knowledge, understanding and confidence of women on political participation and leadership roles.

The final evaluation report must describe the full evaluation approach taken and the rationale for the approach, making explicit the underlying assumptions, limitations, challenges, strengths and weaknesses about the methods and approach used.

6.5. Ethical Considerations

³² UNEG Norms and Standards for Evaluation (2016):

<https://www.betterevaluation.org/en/resources/example/UNEG-evaluation-standards-2016>; UNEG

Ethical Guidelines for Evaluations (2020): <http://www.unevaluation.org/document/detail/2866>;

Integrating Human Rights and Gender Equality in Evaluation (2014):

<http://www.uneval.org/document/detail/1616>

³³ UN Women's Evaluation Handbook (2022): <https://www.unwomen.org/en/digital-library/publications/2022/05/un-women-evaluation-handbook-2022>

UN Women has developed a [UN Women Evaluation Consultant Agreement Form](#) for evaluator that must be signed as part of the contracting process, which is based on the [UNEG Ethical Guidelines and Code of Conduct](#). All data collected by the consultant must be submitted to the evaluation manager in Word, PowerPoint or Excel formats and is the property of UN Women. Proper storage of data is essential for ensuring confidentiality and a data protection plan will be developed during the inception phase. The evaluation's value added is its impartial and systematic assessment of the programme. As with the other stages of the evaluation, involvement of stakeholders should not interfere with the impartiality of the evaluation. The evaluators have the final judgment on the findings, conclusions and recommendations of the evaluation report, and the evaluator must be protected from pressures to change information in the report. Proper procedures for data collection with rights holders who may have been affected by violence must be adhered to as outlined in the [WHO Ethical and Safety Recommendations for research on violence against women](#). Additionally, if the evaluator(s) identify issues of wrongdoing, fraud or other unethical conduct, [UN Women](#) and [UNDP](#) procedures must be followed and confidentiality be maintained. The [UN Women Legal Framework for Addressing Non- Compliance with UN Standards of Conduct](#), and accompanying policies protecting against retaliation and prohibiting harassment and abuse of authority, provide a cohesive framework aimed at creating and maintaining a harmonious working environment, ensuring that staff members do not engage in any wrongdoing and that all allegations of wrongdoing are reported promptly, investigated and appropriate action taken to achieve accountability.

6.6. Limitations

Given that the ongoing COVID-19 pandemic, and incoming government may affect the use of participatory methods, such as in-person data collection UN Women will monitor the situation and will determine the way forward during the inception phase. The consultant will rely on the accuracy and completeness of the provided documents by the offices, with independent verification of the information provided, where possible. To avoid biases raised, the information will be triangulated and validated with the UN Women team, the Evaluation Management team and Reference Groups.

7. Evaluation Management

Women Make the Change End-of-Programme Evaluation will be executed under the direct supervision of the UN Women Monitoring Evaluation and Reporting Specialist with the support of Women Make the Change Programme Team and UNDP. Further support will be given by the Women Make the Change Reference Group/ Community of Practice Technical team throughout the duration of the evaluation.

An evaluation reference group will be established comprising representatives from the key stakeholders and representing the different types of stakeholders (e.g. government, UN, CSO's, donors). The ERG will be consulted throughout the evaluation process: they will approve the evaluation ToC, the tools for the process, the inception report, preliminary findings and final report to ensure it is participatory and has the ownership of the key programme stakeholders. They (? who, the ERG?) will participate in the inception meeting, and presentation of preliminary findings to provide feedback and validation.

The Evaluation Management Group will be comprised of the UN Women and UNDP programme focal points, and the UN Women Deputy Representative and the UN Women Regional Evaluation Specialist. The EMG will provide quality assurance to the entire evaluation process and approve all deliverables.

The evaluator hired will report directly to the Monitoring Evaluation and Reporting Specialist with support from Women Make Change Programme Technical Specialist. They will report progress on a weekly basis. The UN Women Regional Evaluation Specialist will be included in the Evaluation Management/Reference Groups and will quality assure all products of the evaluation in line with UN Women GERAAS criteria.

8. Evaluation composition

The international consultant will be responsible for local logistics, consolidating existing documentation, conducting interviews with stakeholders, participating in the field mission and completion of a good quality report in line with UN Women GERAAS standards for evaluations. The consultant can subcontract some parts of this assignment to a national person. In this case, S/he will have to manage the work between himself/herself and the national person. UN Women has no liability towards that subcontractor. The UN Women PNG Country office will assist in identifying stakeholders and organizing bilateral and group consultations with stakeholders.

9. Evaluation Process

The duration of the assignment/consultancy is 50 working days after signing of contract. Days are inclusive of travelling, field work and reporting. Below are the evaluation phases

9.1. Preparation phase

The preparation of the evaluation will include TOR approval and consultant selection, compiling documents for the evaluation

9.2. Inception phase

- Conduct a desk review of past reports, the programme results framework, programme activity documentation produced by UN Women and UNDP programme team and other documents including the baseline and the monitoring mission reports.
- Develop a methodology for the evaluation, evaluation matrix, data collection tools and ethical protocol.
- Finalize the stakeholder map.
- Review the TOC and revise if needed (based on consultations with the programme staff).
- Develop relevant qualitative and quantitative data collection tools.
- Conduct an inception workshop/consultation with the Evaluation Reference Group (key programme stakeholders) (PowerPoint presentation).
- Prepare a draft inception report to be shared with the EMG and ERG and finalize upon receiving feedback.

9.3. Data collection and analysis phase

- Data Collection and preliminary analyses.
- Debriefing with PNG CO after field visit.
- Preliminary findings- validation meeting with Evaluation Reference Group (key stakeholders) on preliminary findings, conclusions and recommendations (PowerPoint presentation).

9.4. Reporting phase

- Develop a draft report as per UN Women GERAAS quality checklist for evaluation reports and UN-SWAP. evaluation performance indicators.
- Finalize the report with feedback from key stakeholders (minimum 2-3 rounds of review will be required).
- Track all comments received and the evaluation team response for transparency.

9.5. Dissemination phase (UN Women responsible)

- Develop a 2-page brief
- UN Women to produce the evaluation management response and post on GATE website for public access.
- The final report will be shared with UN Women, UNDP and relevant government institutions.

10. Tentative timeframe

| Timeframe | Activity |
|--------------------------|--|
| 31 August 2022 | Application closes |
| 16 September 2022 | Selection of consultant |
| 1 to 7 March 2023 | Preparation period for the consultant (Handover of documentation) |
| 8 March 2023 | Document review and preparation of evaluation Inception Report |
| 17 March 2023 | Inception presentation and report, including the reconstructed theory of change if applicable and stakeholder analysis |
| 24 March 2023 | Data Collection evaluation mission: stakeholder meetings, interviews, field visits, etc. |
| 10 April 2023 | Data analysis and report writing |
| 28 April 2023 | Circulation of preliminary findings and draft evaluation report for comments |
| 05 May 2023 | Incorporation of comments on draft evaluation report into Audit Trail |
| 26 May 2023 | Submission of final evaluation report |

11. Evaluation Deliverables:

| # | Deliverable | Description | Timing | Responsibilities |
|---|---|--|---------------|--|
| 1 | Evaluation Inception Report and inception presentation (with all feedback integrated until cleared) | Evaluation team clarifies objectives, methodology (including proposed sources of data, evaluation matrix, detailed evaluation pre plan and data collection procedures, theory of change, stakeholder mapping, ethical protocols, etc) and timing of the evaluation | 17 March 2023 | The consultant submits Inception Report to the WMC programme team, Reference group and to relevant UN Women PNG staff. |
| 2 | Data collection Debriefing | Conduct field mission and provide a debrief on the number of actual interviews and any issues emerging or data that will be needed. | 31 March 2023 | The consultant presents any issues from data collection. |
| 3 | Preliminary findings Presentation | Initial Findings | 10 April 2023 | The consultant presents to the WMC programme team and to relevant UN Women PNG staff. |
| 4 | Draft Evaluation Report (maximum 40 pages excluding annexures (with all feedback integrated until cleared and the tracking form for comments filled in and submitted) | Full draft report (<i>using UNEG guidelines on report content</i>) with annexes | 28 April 2023 | The consultant submits to the WMC programme team and to relevant UN Women PNG staff. |
| 5 | Final Evaluation Report with executive summary and a 2-page brief | Revised final report and evaluation Audit trail in which the evaluation team details how all received comments have been addressed in the final evaluation report | 26 May 2023 | The consultant submits both documents to the WMC programme team and to relevant UN Women PNG staff. |

Note:

- Options for site visits should be provided in the evaluation Inception Report.
- Payment will be made upon submission of deliverables with an approval of the (insert supervisor).
- All deliverables should be in line with the UN Women Editorial Style Guide.
- All deliverables should be written and generated in English.
- If requested, all data collected by the evaluation consultant must be submitted to the supervisor in Word, PowerPoint or Excel format. Proper storage of data is essential for ensuring confidentiality and should be in line with UN Women Policy on data management and security.
- All deliverables submitted by the consultant are subject to quality review in line with the UN Women Evaluation Report Quality Assurance. The report will only be considered final

when it meets the UN Women GERAAS quality standards.³⁴

12. Requirements/Qualifications for the consultant:

- An advanced degree in political sciences, gender studies, international development, social sciences or a related field.
- Minimum of 10 years international experience in conducting evaluations, reviews, assessments, research studies or M&E work in the field of development, including in humanitarian contexts.
- Advanced knowledge of women's political participation, governance, gender-responsive legislation and policy.
- Good knowledge of development strategies, policies, frameworks and international law.
- Work experience in/good knowledge of PNG context and the region situation. but should have had no involvement in the design and/or implementation of UN Women-supported interventions during the period covered by the evaluation;
- Ability to ensure ethics and integrity of the evaluation process, including confidentiality and the principle of do no harm.
- Ability to consistently integrate human rights and gender perspectives, and disability inclusion in all phases of the evaluation process.
- Solid knowledge of evaluation approaches and methodology and demonstrated ability to apply both qualitative and quantitative data collection methods.
- Familiarity with UN Women or other United Nations organizations' mandates and activities will be an advantage.

13. Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Effective Communication
- Inclusive Collaboration

Please visit this link for more information on UN Women's Core Values and Competencies:

<http://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/employment/un-women-employment-values-and-competencies-definitions-en.pdf>

14. Core values:

- Integrity: Demonstrate consistency in upholding and promoting the values of UN Women in actions and decisions, in line with the UN Code of Conduct.
- Professionalism: Demonstrate professional competence and expert knowledge of the pertinent substantive areas of work.
- Cultural sensitivity and valuing diversity: Demonstrate an appreciation of the multicultural nature of the organization and the diversity of its staff. Demonstrate an international outlook, appreciating difference in values and learning from cultural diversity

15. Functional Competencies:

- Excellent ability to communicate in English and tok pisin and to write in English

³⁴ <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/About%20Us/Evaluation/Evaluation-GERAASMethodologyMatrix-en.xlsx>

16. Evaluation Criteria

Applications will be evaluated based on the cumulative analysis.

- Technical Qualification (100 points) weight; [70%]
- Financial Proposal (100 points) weight; [30%]

A two-stage procedure is utilized in evaluating the applications, with evaluation of the technical application being completed prior to any price proposal being compared. The total number of points allocated for the technical qualification component is 100. Only the price proposal of the candidates who passed the minimum technical score of 70% of the obtainable score of 100 points in the technical qualification evaluation will be evaluated.

17. Financial/Price Proposal evaluation

- Only the financial proposal of candidates who have attained a minimum of 70% score in the technical evaluation will be considered and evaluated.
- The total number of points allocated for the price component is 100.
- The maximum number of points will be allotted to the lowest price proposal that is opened/ evaluated and compared among those technical qualified candidates who have attained a minimum of 70% score in the technical evaluation. All other price proposals will receive points in inverse proportion to the lowest price.

18. Submission of application

Interested candidates are encouraged to submit an electronic application to UNDP website not later than **29 August 2022**.

The submission package includes:

- Cover letter
- Two writing samples, preferably of evaluation reports that the applicant was responsible for drafting
- List of 3 references
- Personal History Form, using UN Women Personal History Form (P11)
<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/About%20Us/Employment/UN-Women-P11-Personal-History-Form.doc>
- Financial proposal: the financial proposal shall specify a lump sum amount breaking down the professional fee for each deliverable and travel related costs. Interested candidates are encouraged to use the suggested template attached. (IMPORTANT: all travel costs within the country* to be included in the daily fee.)

* Due to the COVID pandemic, the option of travelling or doing virtual consultations will be discussed during the inception phase and consider the latest development on the pandemic.

19. Annexes

1. UN Women GERAAS evaluation quality assessment checklist.
<https://gate.unwomen.org/Evaluation/Download?evaluationId=4918>
2. UN Women Evaluation Consultant Agreement Form.
<https://gate.unwomen.org/resources/docs/SiteDocuments/UNWomen%20-%20CodeofConductforEvaluationForm-Consultant.pdf>
3. UNEG Norms and Standards for evaluation.
<http://www.unevaluation.org/document/download/2787>
4. UN Women Evaluation Handbook. <https://www.unwomen.org/en/digital-library/publications/2015/4/un-women-evaluation-handbook-how-to-manage-gender-responsive-evaluation>

Annex 2: Stakeholder mapping

This analysis identifies who to engage in the evaluation based on what their role was in the intervention and why they should be involved.

Table 10: Stakeholder mapping

| Who | What (their role in the intervention) | Why (gains from involvement in the evaluation) | How (informational, reference group, management group, data collection, etc.) | When (in what stage of evaluation) | Priority (importance of involvement in evaluation process) |
|---|--|--|---|------------------------------------|--|
| <p>Duty bearers who have decision-making authority over the intervention such as governing bodies</p> <ul style="list-style-type: none"> • Identified as Government and Donors <ul style="list-style-type: none"> ○ PNG National Government ○ ABG ○ Provincial governments ○ Political Parties Commission ○ CLRC ○ DFAT and MFAT (Donors) | <p>Supported by WMC to develop gender sensitive materials such as legislation and policy and to authorise and advocate for use</p> <p>Donors: authorise spend, planning and contract matters</p> | <p>Input and voice into how the programme is judged.</p> <p>Independent evidence of programme successes and gaps; help prioritise future work.</p> <p>Donors: UN Women accountability and future programming.</p> | <p>Document review</p> <p>Interviews</p> | <p>Data collection</p> | <p>High</p> |
| <p>Duty bearers who have direct responsibility for the intervention, such as programme managers</p> <ul style="list-style-type: none"> • Identified as UN <ul style="list-style-type: none"> ○ UN Women ○ UNDP • Identified as CSOs <ul style="list-style-type: none"> ○ BWF ○ IPPCC ○ NRI • CSOs (YWCA, NGOs, women’s and youth groups and others) | <p>Researching roles of women, managing, delivering and facilitating programme activities</p> | <p>Input and voice into how the programme is judged; ability to compare planned to achieved and project management elements.</p> <p>Independent evidence of programme successes and gaps; help prioritise future work.</p> | <p>Document review</p> <p>Interviews</p> | <p>Data collection</p> | |

| Who | What (their role in the intervention) | Why (gains from involvement in the evaluation) | How (informational, reference group, management group, data collection, etc.) | When (in what stage of evaluation) | Priority (importance of involvement in evaluation process) |
|---|--|---|---|------------------------------------|--|
| Secondary duty bearers, such as the private sector or parents <ul style="list-style-type: none"> • Within CSO section <ul style="list-style-type: none"> ○ QUT | | Input and voice into how the programme is judged. Independent evidence of programme successes and gaps; help prioritise future work. | Document review Interviews | Data collection | High |
| Rights holders (individually or through the civil society organizations acting on their behalf) who are the intended and unintended beneficiaries of the intervention <ul style="list-style-type: none"> • Identified as Beneficiaries | Recipients of training, advice, mentoring and support. | Input and voice into how the programme is judged and for future support. | Document review Interviews | Data collection | High |
| Rights holders (individually or through the civil society organizations acting on their behalf) who should be represented in the intervention but are not, or who are negatively affected by the intervention <ul style="list-style-type: none"> • None identified | | | | | |

Annex 3: Documents reviewed

(2021). *Advocacy toolkit. Influencing decisions to improve women's lives.*

Autonomous Bougainville Government. (2016). *Bougainville community Government Act.* Buka: Autonomous Bougainville Government.

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Commonwealth Local Government Forum (CLGF). (2019). *Country profile 2019. The Local Government system in Papua New Guinea.* London: Commonwealth Local Government Forum. Retrieved from http://www.clgf.org.uk/default/assets/File/Country_profiles/Papua_New_Guinea.pdf

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- International Parliamentary Union (2023)*. (2023, January 1). Retrieved from Women in Politics: 2023: file:///C:/Users/mtrom/Downloads/IPU_WomenInPolitics_2023_EN_LR.pdf
- International Women's Development Agency. (2017, July 27). *10 Things you might not know about Papua New Guinea*. Retrieved from IWDA: <https://iwda.org.au/10-things-you-might-not-know-about-papua-new-guinea/>
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Annex 4: List of stakeholders consulted

The following is a list of organisations that were consulted for the purpose of the evaluation. Titles have not been used to protect anonymity.

Port Moresby:

1. Department for Community Development and Religion
2. Integrity of Political Parties and Candidates Commission
3. Motu Koita Assembly
4. DFAT
5. MFAT
6. UNDP
7. UN Women

Bougainville:

8. ABG Department for Community Development
9. ABG Department of Health
10. ABG Department for Independence Mission and Implementation
11. ABG Department for Law and Justice
12. ABG Department of Personnel Management and Administrative Services
13. Arawa Urban Council
14. Bougainville Healthy Communities Programme
15. Bougainville House of Assembly
16. Bougainville Women's Federation
17. Hagogohe Community Government
18. Hako Women's Collective
19. Halia Community Government
20. Hatokaweasel Resource Centre
21. Leitana Women's Agency
22. Nazareth Centre for Rehabilitation
23. Selau Community Government

Morobe:

24. Morobe Disabled Agency (MDA)
25. Soroptimist International

Other:

26. Queensland University of Technology

The following are stakeholder cohorts who include people who the team has tried to reach without success. Either no attendance at arranged times or no response to contact via email and phone. Note that the list includes some of the same organisations.

1. GoPNG Department for Community Development and Religion
2. ABG Department for Community Development

Annex 5: List of sites visited

Port Moresby:

- Department of Community Development and Religion – Government of Papua New Guinea
- Integrity of Political Parties & Candidates Commission

ARoB:

- Department of Health, Law and Justice, Batu
- UN Women office, Bougainville, Batu
- Bougainville Women’s Federation office, Batu
- Nazareth Centre for Rehabilitation, Batu
- Arawa Urban Council, Arawa
- Community Governments, Halia and Kokopau
- Hako Women’s Collective, Buka

Morobe:

- Morobe Disabled Agency (MDA)
- Lae Chamber of Commerce

Annex 6: Data collection instruments

Interview questions

INTRODUCTION (GENERIC for all interview cohorts)

This interview supports a evaluation of the UN Women: ‘Women Make the Change (WMC)’ programme implemented in PNG between 2020 and 2022. This external evaluation is being undertaken independently by MarVAL Consulting on behalf of the UN Women, to measure programme progress, successes and challenges.

The ‘Women Make the Change’ (WMC) programme design (2020) aims to address these barriers by promoting legal and policy frameworks that support gender balance in political decision-making, forming a cadre of interested and capable women political leaders at the sub-national level, promoting women as equally legitimate and effective leaders as men, and promoting women as leaders in gender-sensitive political institutions. The programme works with individuals, civil society, national and sub-national governments in PNG and Bougainville.

This interview will help us understand your perspectives on the programme and will take around an hour. It is completely voluntary. There will be no negative consequences for yourself, your ongoing work, or your organisation should you choose not to participate. Your responses won’t be shared with anyone outside MarVAL Consulting; any quotes will not be identified in reporting unless you agree.

Do you agree to continue? (wait for confirmation; if ‘no’, thank participant and discontinue interview)

Demographic information

| | | | | | | | |
|--|-------------------|--------------------|--|-------|---------------------|------------------------------|-------------------|
| Gender | Female | | Male | | Other | | Prefer not to say |
| Age | 18-24 | 25-34 | 35-44 | 45-60 | >60 | | |
| In order to assess the inclusion of people with differential ability in the partnership at all levels, please indicate if any of the following applies to you: | | | | | | | |
| Difficulty walking | Difficulty seeing | Difficulty hearing | Difficulty concentrating or communicating in your own language | Other | None of these apply | N/A or prefer not to respond | |

If asked, the purpose of demographic information is so that we can try and balance perspectives we receive; across different groups within the population. For instance, older people might value different things to those in their 20s.

Interview questions will be developed for each of the evaluation questions marked for the different stakeholder groups. This example is interview questions for National Government stakeholders. The questions will be modified to contextualise and accommodate different cultural contexts, language and stakeholder cohort during data collection.

INTERVIEW GOVERNMENT, National, Subnational, ABG:

| Question number | ToC workshop | Evaluation KEQ ³⁵ reference | WMC Evaluation Interview Questions: National, Subnational, ABG Government Stakeholders |
|-----------------|--------------|---|--|
| 1 | | Intro | Could you please introduce yourself and your current role? What part has your department/ organisation played in the WMC programme? |
| 2 | | KEQ 1.2 | To what extent is the WMC relevant to your government planning and priorities? |
| 3 | | KEQ 1.2 | Can you describe the alignment between the program and national, sub-national and cultural needs? How has the program adapted to local context when/if needed? |
| 4 | | KEQ 2.2, 2.3 | What other major women in leadership interventions is your department/ organisation currently involved in? How do these complement or overlap with WMC? |
| 5 | Y | TOC (political agency and leading), KEQ 3.1, 3.2, 5.1,5.2 | To what extent does your department/ organisation include women in leadership positions? What is the impact of including women in the executive? What drove these changes? |
| 6 | Y | TOC (frameworks and arrangements promote equality), KEQ 3.1, 3.2, 5.1 | Please describe an example where arrangements, policies, communications have been changed to positive gender-based and equality messaging. What drove these changes? |
| 7 | Y | KEQ 1.1, 3.1, 3.2, 3.3 | In your opinion, what good and bad changes have occurred in the behaviour, relationships, activities, or actions for (individuals, groups, communities, organisations or institutions) in the last 2 years as a result of WMC? |
| 8 | Y | ToC Stories of change and causal links KEQs 3 and 5 | From your point of view, which of these was the MOST important change of all the changes you listed above? <ul style="list-style-type: none"> • Why is this important to you? • When did this change occur? • Where did this change occur? • Please describe what it was like before • Please describe what it is like now • Please describe what happened that caused the change (<i>include who caused the change, what they did to cause the change, and how this resulted in the change occurring</i>) • What was the role of WMC in causing this change? • Did anyone else contribute to this change either directly or indirectly? If so, who and how? • What difference might this change make in the future? Why may this particular change be important to others? |
| 9 | | KEQ 6 .1, 6.2 | How likely do you think that these results will continue and/or expand after this year? Why? |
| 10 | Y | KEQ 3.3 | Have there been any results of the programme that you did not expect? What were they and why do you think they happened? |

³⁵ Key Evaluation Question

| Question number | ToC workshop | Evaluation KEQ ³⁵ reference | WMC Evaluation Interview Questions: National, Subnational, ABG Government Stakeholders |
|-----------------|--------------|--|---|
| | | | <i>(Tease out specific examples; positive and negative)</i> |
| 11 | Y | KEQ 3.1 | Were there any important results or activities that have not yet been achieved? Were these included in the WMC planning and design? |
| 12 | | KEQ 2.1, 4.3 | Please describe your thoughts on the WMC partnership arrangements, communication and coordination. |
| 13 | | KEQ 4.3 | What WMC services, support or materials did you find most useful, and why? (Training, technical assistance, materials, etc.) Did you find these resources appropriate for your context in PNG and government? |
| 14 | | KEQ 7 | How has the programme been delivered across different provinces? How appropriate has this approach been? |
| 15 | | KEQ 7 | How were different groups affected by the programme <i>(women and men, young and old, those with disabilities, those living in remote communities)?</i> |
| 16 | Y | KEQ 1.3, 3.4 | How did the WMC programme adapt with challenges like election tensions, COVID-19 and other context changes? |
| 17 | | TOC (frameworks) | In your view, what are the biggest challenges your department/ organisation faces with regards to implementing effective gender-based changes in frameworks, policies and practices? |
| 18 | | KEQ 6.1, 8 | What further help does your department/ organisation need to enhance national work? |
| 19 | | | Do you have any other recommendations for future programmes? |
| 20 | | | Could you recommend anyone else to talk with or any other documents for us to include in the evaluation? |

Thank you for your time.

INTERVIEW UN Women:

| Question number | ToC workshop | Evaluation KEQ reference | WMC Evaluation Interview Questions: UN Women Stakeholders |
|-----------------|--------------|--|--|
| 1 | | Intro | Could you please introduce yourself and your current role? What part has your department/ organisation played in the WMC programme? |
| 2 | | KEQ 2.2, 2.3 | What other major women in leadership interventions is your department/ organisation currently involved in? How do these complement or overlap with WMC? |
| 3 | Y | KEQ 3.1, 3.2, 3.3 | In your opinion, what good and bad changes have occurred in the behaviour, relationships, activities, or actions for (individuals, groups, communities, organisations or institutions) in the last 2 years as a result of WMC? |
| 4 | Y | ToC Stories of change and causal links KEQs 3 and 5 | From your point of view, which of these was the MOST important change of all the changes you listed above? <ul style="list-style-type: none"> • Why is this important to you? • When did this change occur? • Where did this change occur? • Please describe what it was like before • Please describe what it is like now • Please describe what happened that caused the change (<i>include who caused the change, what they did to cause the change, and how this resulted in the change occurring</i>) • What was the role of WMC in causing this change? • Did anyone else contribute to this change either directly or indirectly? If so, who and how? • What difference might this change make in the future? Why may this particular change be important to others? |
| 5 | | KEQ 6 .1, 6.2 | How likely do you think that these results will continue and/or expand after this year? Why? |
| 6 | Y | KEQ 3.3 | Have there been any results of the programme that you did not expect? What were they and why do you think they happened? (<i>Tease out specific examples; positive and negative</i>) |
| 7 | Y | KEQ 3.1 | Were there any important results or activities that have not yet been achieved? Were these included in the WMC planning and design? |
| 8 | | KEQ 2.1, 2.3, 4.2, 4.3 | Please describe your thoughts on the WMC project management, including partnership arrangements, communication and coordination. |
| 9 | | KEQ 4.1 | What planning and management tools were used? How were they used? |
| 10 | | KEQ 4.3 | What UN Women services, support or materials did you find most useful in delivering WMC, and why? (Training, technical assistance, materials, etc.) Did you find these resources appropriate for your work? |
| 11 | Y | KEQ 3.4 | How did the WMC programme adapt with challenges like election tensions, COVID-19 and other context changes? |
| 12 | | TOC (frameworks) | In your view, what are the biggest challenges your department/ organisation faces with regards to implementing effective gender-based changes in frameworks, policies and practices? |
| 13 | | KEQ 6.1, 8 | What further help does your department/ organisation need to enhance national work? |
| 14 | | | Do you have any other recommendations for future programmes? |
| 15 | | | Could you recommend anyone else to talk with or any other documents for us to include in the evaluation? |

Thank you for your time.

INTERVIEW UNDP:

| Question number | ToC workshop | Evaluation KEQ reference | WMC Evaluation Interview Questions: UNDP Stakeholders |
|-----------------|--------------|--|--|
| 1 | | Intro | Could you please introduce yourself and your current role? What part has your department/ organisation played in the WMC programme? |
| 2 | | KEQ 1.2 | Can you describe the alignment between the program and national, sub-national and cultural needs? |
| 3 | | KEQ 1.1 | How relevant was the programme relevant in terms of addressing causes/factors of gender inequalities in political participation and leadership positions? Please provide an example. |
| 4 | | KEQ 2.2, 2.3 | What other major women in leadership interventions is UNDP currently involved in? How do these complement or overlap with WMC? |
| 5 | Y | KEQ 3.1, 3.2, 3.3 | In your opinion, what good and bad changes have occurred in the behaviour, relationships, activities, or actions for (individuals, groups, communities, organisations or institutions) in the last 2 years as a result of WMC? |
| 6 | Y | ToC Stories of change and causal links KEQs 3 and 5 | From your point of view, which of these was the MOST important change of all the changes you listed above? <ul style="list-style-type: none"> • Why is this important to you? • When did this change occur? • Where did this change occur? • Please describe what it was like before • Please describe what it is like now • Please describe what happened that caused the change <i>(include who caused the change, what they did to cause the change, and how this resulted in the change occurring)</i> • What was the role of WMC in causing this change? • Did anyone else contribute to this change either directly or indirectly? If so, who and how? • What difference might this change make in the future? Why may this particular change be important to others? |
| 7 | | KEQ 6 .1, 6.2 | How likely do you think that these results will continue and/or expand after this year? Why? |
| 8 | Y | KEQ 3.3 | Have there been any results of the programme that you did not expect? What were they and why do you think they happened? <i>(Tease out specific examples; positive and negative)</i> |
| 9 | Y | KEQ 3.1 | Were there any important results or activities that have not yet been achieved? Were these included in the WMC planning and design? |
| 10 | | KEQ 2.1, 2.3, 4.2, 4.3 | Please describe your thoughts on the WMC project management, including partnership arrangements, communication and coordination. |
| 11 | | KEQ 4.1 | What planning and management tools were used? How were they used? |
| 12 | | KEQ 4.3 | What UN Women services, support or materials did you find most useful in delivering WMC, and why? (Training, technical assistance, materials, etc.) Did you find these resources appropriate for your work? |
| 13 | Y | KEQ 3.4 | How did the WMC programme adapt with challenges like election tensions, COVID-19 and other context changes? |
| 14 | | TOC (frameworks) | In your view, what are the biggest challenges you face with regards to implementing effective gender-based changes in frameworks, policies and practices? |
| 15 | | KEQ 6.1, 8 | What further help does UNDP need to enhance this work? |
| 16 | | | Do you have any other recommendations for future programmes? |

| Question number | ToC workshop | Evaluation KEQ reference | WMC Evaluation Interview Questions: UNDP Stakeholders |
|-----------------|--------------|--------------------------|--|
| 17 | | | Could you recommend anyone else to talk with or any other documents for us to include in the evaluation? |

Thank you for your time.

INTERVIEW Partners/CSOs:

| Question number | ToC workshop | Evaluation KEQ reference | WMC Evaluation Interview Questions: Partner/CSO Stakeholders |
|-----------------|--------------|--|--|
| 1 | | Intro | Could you please introduce yourself and your current role? What part has your department/ organisation played in the WMC programme? |
| 2 | | KEQ 1.2 | Can you describe the alignment between the program and national, sub-national and cultural needs? |
| 3 | | KEQ 1.1 | How relevant was the programme relevant in terms of addressing causes/factors of gender inequalities in political participation and leadership positions? Please provide an example. |
| 4 | | KEQ 2.2 | What other major women in leadership interventions is your organisation currently involved in? How do these complement or overlap with WMC? |
| 5 | Y | KEQ 3.1, 3.2, 3.3 | In your opinion, what good and bad changes have occurred in the behaviour, relationships, activities, or actions for (individuals, groups, communities, organisations or institutions) in the last 2 years as a result of WMC? |
| 6 | Y | ToC Stories of change and causal links KEQs 3 and 5 | From your point of view, which of these was the MOST important change of all the changes you listed above? <ul style="list-style-type: none"> • Why is this important to you? • When did this change occur? • Where did this change occur? • Please describe what it was like before • Please describe what it is like now • Please describe what happened that caused the change <i>(include who caused the change, what they did to cause the change, and how this resulted in the change occurring)</i> • What was the role of WMC in causing this change? • Did anyone else contribute to this change either directly or indirectly? If so, who and how? • What difference might this change make in the future? Why may this particular change be important to others? |
| 7 | | KEQ 6 .1, 6.2 | How likely do you think that these results will continue and/or expand after this year? Why? |
| 8 | Y | KEQ 3.3 | Have there been any results of the programme that you did not expect? What were they and why do you think they happened? <i>(Tease out specific examples; positive and negative)</i> |
| 9 | Y | KEQ 3.1 | Were there any important results or activities that have not yet been achieved? Were these included in the WMC planning and design? |
| 10 | | KEQ 2.1, 2.3, 4.2, 4.3 | Please describe your thoughts on the WMC project management, including partnership arrangements, communication and coordination. |
| 11 | | KEQ 4.1 | What planning and management tools were used? How were they used? |
| 12 | | KEQ 4.3 | What UN Women services, support or materials did you find most useful in delivering WMC, and why? (Training, technical assistance, materials, etc.) Did you find these resources appropriate for your work? |
| 13 | Y | KEQ 3.4 | How did the WMC programme adapt with challenges like election tensions, COVID-19 and other context changes? |
| 14 | | KEQ 7 | How were different groups affected by the programme <i>(women and men, young and old, those with disabilities, those living in remote communities)</i> ? |

| Question number | ToC workshop | Evaluation KEQ reference | WMC Evaluation Interview Questions: Partner/CSO Stakeholders |
|-----------------|--------------|--------------------------|--|
| 15 | Y | TOC (frameworks) | In your view, what are the biggest challenges your department/ organisation faces with regards to implementing effective gender-based changes in frameworks, policies and practices? |
| 16 | | KEQ 6.1, 8 | What further help does your department/ organisation need to enhance national work? |
| 17 | | | Do you have any other recommendations for future programmes? |
| 18 | | | Could you recommend anyone else to talk with or any other documents for us to include in the evaluation? |

Thank you for your time.

INTERVIEW Beneficiaries:

| Question number | Evaluation KEQ reference | WMC Evaluation Interview Questions: Beneficiaries |
|-----------------|--|--|
| 1 | Intro | Could you please introduce yourself and your current role? Can you describe your engagement with the WMC programme? |
| 2 | KEQ 1.1 | In your opinion, how relevant was the programme relevant in terms of addressing causes/factors of gender inequalities in political participation and leadership positions? Please provide an example. |
| 3 | KEQ 2.2 | What other major women in leadership interventions is have you been involved in? How do these compare, complement or overlap with WMC? |
| 4 | KEQ 3.1, 3.2, 3.3 | In your opinion, what good and bad changes have occurred in the behaviour, relationships, activities, or actions for (individuals, groups, communities, organisations or institutions) in the last 2 years as a result of WMC? |
| 5 | ToC Stories of change and causal links KEQs 3 and 5 | From your point of view, which of these was the MOST important change of all the changes you listed above? <ul style="list-style-type: none"> • Why is this important to you? • When did this change occur? • Where did this change occur? • Please describe what it was like before • Please describe what it is like now • Please describe what happened that caused the change (<i>include who caused the change, what they did to cause the change, and how this resulted in the change occurring</i>) • What was the role of WMC in causing this change? • Did anyone else contribute to this change either directly or indirectly? If so, who and how? • What difference might this change make in the future? Why may this particular change be important to others? |
| 6 | KEQ 6 .1, 6.2 | How likely do you think that these results will continue and/or expand after this year? Why? |
| 7 | KEQ 3.3 | Have there been any results of your participation that you did not expect? What were they and why do you think they happened? <i>(Tease out specific examples; positive and negative)</i> |
| 8 | KEQ 4.3 | What WMC Women services, support or materials did you find most useful in delivering WMC, and why? (Training, technical assistance, materials, etc.) Did you find these resources appropriate for your work? |
| 9 | KEQ 3.1 | Are there anything missing in how WMC has approached building participation of women in leadership and decision making in PNG? |
| 10 | KEQ 3.4 | How did the WMC programme adapt with challenges like election tensions, COVID-19 and other context changes? |
| 11 | KEQ 7 | Please comment on how different groups were affected by the programme (<i>women and men, young and old, those with disabilities, those living in remote communities</i>)? |
| 12 | TOC (frameworks) | In your view, what are the biggest challenges you face with regards to reaching your leadership goals? |
| 13 | KEQ 6.1 | What further help do you need to achieve your leadership goals? |
| 14 | | Do you have any other recommendations for future programmes? |
| 15 | | Could you recommend anyone else to talk with or any other documents for us to include in the evaluation? |

Thank you for your time.

INTERVIEW Donors:

| Question number | Evaluation KEQ reference | WMC Evaluation Interview Questions: Donor Stakeholders |
|-----------------|--|--|
| 1 | Intro | Could you please introduce yourself and your current role? What part has your department/ organisation played in the WMC programme? |
| 2 | KEQ 1.2 | Can you describe the alignment between the program and national, sub-national and donor needs? |
| 3 | KEQ 2.2, 2.3 | What other major women in leadership interventions is your department/ organisation currently involved in? How do these complement or overlap with WMC? |
| 6 | KEQ 1.1, 3.1, 3.2, 3.3 | In your opinion, what good and bad changes have occurred in the behaviour, relationships, activities, or actions for (individuals, groups, communities, organisations or institutions) in the last 2 years as a result of WMC? |
| 7 | ToC Stories of change and causal links KEQs 3 and 5 | From your point of view, which of these was the MOST important change of all the changes you listed above? <ul style="list-style-type: none"> • Why is this important to you? • When did this change occur? • Where did this change occur? • Please describe what it was like before • Please describe what it is like now • Please describe what happened that caused the change (<i>include who caused the change, what they did to cause the change, and how this resulted in the change occurring</i>) • What was the role of WMC in causing this change? • Did anyone else contribute to this change either directly or indirectly? If so, who and how? • What difference might this change make in the future? Why may this particular change be important to others? |
| 8 | KEQ 6.2 | How likely do you think that these results will continue and/or expand after this year? Why? |
| 9 | KEQ 3.3 | Have there been any results of the programme that you did not expect? What were they and why do you think they happened? <i>(Tease out specific examples; positive and negative)</i> |
| 10 | KEQ 3.1 | Were there any important results that have not yet been achieved? Were these included in the WMC planning and design? |
| 11 | KEQ 2.1, 4.1-4.3 | Please describe your thoughts on the WMC planning, project management, partnership arrangements, communication and coordination. |
| 14 | KEQ 7 | How were different groups affected by the programme (<i>women and men, young and old, those with disabilities, those living in remote communities</i>)? |
| 15 | KEQ 1.3, 3.4 | How did the WMC programme adapt with challenges like election tensions, COVID-19 and other context changes? |
| 16 | TOC (frameworks) | In your view, what are the biggest challenges PNG face with regards to implementing effective gender-based changes in frameworks, policies and practices? |
| 18 | | Do you have any other recommendations for future programmes? |
| 19 | | Could you recommend anyone else to talk with or any other documents for us to include in the evaluation? |

Thank you for your time.

Annex 7: Evaluation matrix

The table below describes generic KEQs which will be modified to contextualise and accommodate different cultural contexts, language and stakeholder cohort during data collection. Note that recommendations and lessons learned questions will also form part of the interview questions and documentation coding.

Table 11: Evaluation framework

| Areas of investigation | KEQ | Sub KEQ | Doc review | Stakeholder interviews/focus groups | | | | | | | | |
|------------------------|-----|--|------------|---|------------------------------|----------|------|----------------|---------------|--------|---|---|
| | | | | National | Subnational government / ABG | UN Women | UNDP | Partners /CSOs | Beneficiaries | Donors | | |
| Relevance | 1 | How relevant were the programme objectives, outcomes, and design in addressing the problems faced by women and their needs and priorities, adaptability to COVID - 19 in participating in politics and leadership positions? | 1.1 | Was the programme relevant vis-à-vis the causes/factors of gender inequalities in political participation and leadership positions? | Y | Y | Y | | Y | Y | Y | Y |
| | | | 1.2 | Have the programme outcomes continued to address national needs? | Y | Y | Y | | Y | Y | | Y |
| | | | 1.3 | What adjustments were made given the COVID-19 pandemic and other social disruptions? | Y | Y | Y | | | | | Y |
| Coherence | 2 | How compatible is the WMC intervention with other interventions? | 2.1 | How did the partnership approach work and what were its benefits? | Y | Y | Y | Y | Y | Y | | Y |
| | | | 2.2 | To what extent were the different stakeholders' efforts coherent with each other and the overall aim of the programme? | Y | Y | Y | Y | Y | Y | Y | Y |

| Areas of investigation | KEQ | Sub KEQ | Doc review | Stakeholder interviews/focus groups | | | | | | | | |
|------------------------|-----|--|---|---|------------------------------|----------|------|----------------|---------------|--------|---|---|
| | | | | National | Subnational government / ABG | UN Women | UNDP | Partners /CSOs | Beneficiaries | Donors | | |
| | | 2.3 | To what extent was the programme coherent with other UN efforts, Government of PNG, Donors in the area and internally with UN Women programmes? | Y | Y | Y | Y | Y | Y | | Y | |
| Effective' ness | 3 | How effective has the programme been in achieving results? | 3.1 | What progress has been made towards achieving the anticipated programme outcomes and outputs as articulated by the indicators in the results framework? | Y | Y | Y | Y | Y | Y | Y | Y |
| | | | 3.2 | What were the major factors influencing the achievement or non-achievement of the programme objectives? | Y | Y | Y | Y | Y | Y | Y | Y |
| | | | 3.3 | Were there any unplanned positive or negative results? Did these unplanned results affect the programme? | Y | Y | Y | Y | Y | Y | Y | Y |
| | | | 3.4 | To what extent did the external environment affect the achievement of the programme objectives and outcomes and how? | Y | Y | Y | Y | Y | Y | Y | Y |
| Efficiency | 4 | How efficient was the programme implementation? | 4.1 | Were plans used, implemented and adapted as necessary? | Y | | | Y | Y | Y | | Y |
| | | | 4.2 | To what extent was the project management structure, as outlined in the project document, efficient in generating the expected results? | Y | | | Y | Y | Y | | Y |

| Areas of investigation | KEQ | Sub KEQ | Doc review | Stakeholder interviews/focus groups | | | | | | | |
|---|-----|---|--|---|------------------------------|----------|------|----------------|---------------|--------|---|
| | | | | National | Subnational government / ABG | UN Women | UNDP | Partners /CSOs | Beneficiaries | Donors | |
| | | 4.3 | Were project funds, resources and activities adequate and to what extent were they delivered in a timely manner? | Y | Y | Y | Y | Y | Y | Y | Y |
| Contrib'n towards impact | 5 | What was the programme's contribution of the intervention to the voice and agency of women in political processes, women participation in politics and leadership position? | 5.1 | Did the programme make a difference in terms of women's participation in political and leadership positions, and if so how? | Y | Y | Y | Y | Y | Y | Y |
| | | | 5.2 | To what extent did the intervention increase women's empowerment and voice in political processes and decision making? | Y | Y | Y | Y | Y | Y | Y |
| Sustain'ity | 6 | What is the extent to which the net benefits of the intervention continue, or are likely to continue? | 6.1 | What is the ownership/buy in from government and CSOs? | Y | Y | Y | Y | Y | Y | |
| | | | 6.2 | What is the potential for sustainability, replication, and expansion? | Y | Y | Y | Y | Y | Y | Y |
| Gender equality and human rights | 7 | To what extent were the most marginalized groups (i.e. women, youths, persons with disability, LGBTQI) engaged in the programme? | | Y | Y | Y | | | Y | Y | |
| ADDITIONAL QUESTION | | | | | | | | | | | |
| Recommend's and lessons learned | 8 | What are recommendations for future programming? | | Y | Y | Y | Y | Y | Y | Y | Y |

Annex 8: Rubrics (Effectiveness)

The rubrics here are based on a spectrum of performance. It guides a rating of between ‘very good’ and ‘very poor’ to form a judgement of how well WMC is delivering against criteria of effectiveness. One rubric will be developed for each of:

- Outcome 1: Legal and policy frameworks and arrangements promote gender balance in political decision-making bodies
- Outcome 2: A cadre of interested, diverse and capable women political leaders is formed at sub-national level
- Outcome 3: Women are perceived as equally legitimate and effective leaders as men
- Outcome 4: Women are promoted as leaders in gender sensitive political institutions

Outcome 1: Legal and policy frameworks and arrangements promote gender balance in political decision-making bodies

Question: To what extent have legal and policy frameworks and arrangements promoted gender balance in political decision-making bodies as a result of the programme intervention?

Table 12: Outcome 1 rubric

| Rating | Requirement |
|--------------------|--|
| Very well | <p>All Results Framework measures have met or exceeded their targets. Activities and impacts have reached and positively impacted the key stakeholders in appropriate and inclusive ways. Where opportunities to deliver additional benefit to PNG have been identified these are actively incorporated into the programme. All stakeholders consulted attribute value to the programme in the results seen.</p> <p>All of the following results have been achieved, at least in part due to the programme:</p> <ul style="list-style-type: none"> • Laws that will lead to greater representation for women and mitigate any negative impacts have been developed under the Constitutional Law Reform Commission (CLRC) • Temporary Special Measures (TSMs) and a new Gender Equality Bill have been drafted • The PM's office supports advocacy of TSM and Gender Equality measures • National and regional networks of women and men leaders will facilitate exchanges of ideas and support of potential PNG women leaders. |
| Well | <p>More than half, but not all, the Results Framework measures have achieved target. The programme has delivered most but not all of the planned results. Most stakeholders consulted attribute value to the programme. In most cases, adaptation to improve achievements have been adopted with some exceptions.</p> |
| Poorly | <p>Fewer than half the Results Framework measures have achieved target. The bulk of results have not been achieved or if achieved, cannot be attributed at all to the programme. Few stakeholders consulted recognise the importance of the WMC programme.</p> |
| Very poorly | <p>No Results Framework measures have achieved target/results are not available, unreliable or unmeasured. Activities have excluded some areas of society and may have negatively impacted communities. There are notable gaps or overlaps in support needed where the programme has failed to respond to cultural differences or learning. These are considered significant by most beneficiaries, government and donors. There is little or no deliberate alignment of the programme to address underachievement of results.</p> |

Outcome 2: A cadre of interested, diverse and capable women political leaders is formed at sub-national level

Question: To what extent has a cadre of interested, diverse and capable women political leaders been formed at the sub-national level? (Ward, District, Provincial and National levels)

Table 13: Outcome 2 rubric

| Rating | Requirement |
|--------------------|---|
| Very well | <p>All Results Framework measures have met or exceeded their targets. Activities and impacts have reached and positively impacted the key stakeholders in appropriate and inclusive ways. Where opportunities to deliver additional benefit to PNG have been identified these are actively incorporated into the programme. All stakeholders consulted attribute value to the programme in the results seen.</p> <p>All of the following results have been achieved, at least in part due to the programme:</p> <ul style="list-style-type: none"> Existing and potential women leaders, particularly young women’s capacity has grown through work of the DfCDR and Department of Community Government in ARoB. This has been around policy issues, public speaking, report writing, communication for development, and advocacy Women are influencing policy debates more broadly as well as those specific to ‘women’s issues’. Community level female leaders in ARoB are working through party systems to influence change Sub-national awareness of existing subnational laws such as the Family Protection Act and Gender Equity and Social Inclusion Policy has increased Male leaders are supporting and advocating for women in leadership Gender norms have been positively influenced in youth through young women’s access to leadership roles has increased through response to opportunities which have arisen and use of a flexible pool of funds under the Sanap Wantaim campaign |
| Well | <p>More than half, but not all, the Results Framework measures have achieved target. The programme has delivered most but not all of the planned results. Most stakeholders consulted attribute value to the programme. In most cases, adaptation to improve achievements have been adopted with some exceptions.</p> |
| Poorly | <p>Fewer than half the Results Framework measures have achieved target. The bulk of results have not been achieved or if achieved, cannot be attributed at all to the programme. Few stakeholders consulted recognise the importance of the WMC programme.</p> |
| Very poorly | <p>No Results Framework measures have achieved target/results are not available, unreliable or unmeasured. Activities have excluded some areas of society and may have negatively impacted communities. There are notable gaps or overlaps in support needed where the programme has failed to respond to cultural differences or learning. These are considered significant by most beneficiaries, government and donors.</p> |

Outcome 3: Women are perceived as equally legitimate and effective leaders as men

Question: To what extent are women perceived as equally legitimate and effective leaders?

Note that while media training was planned to enable the media to deliver more gender-sensitized election coverage on issues that support women candidates, this was not included upon reflection early in implementation. This point has been excluded from judging effectiveness.

Table 14: Outcome 3 rubric

| Rating | Requirement |
|--------------------|---|
| Very well | <p>All Results Framework measures have met or exceeded their targets. Activities and impacts have reached and positively impacted the key stakeholders in appropriate and inclusive ways. Where opportunities to deliver additional benefit to PNG have been identified these are actively incorporated into the programme. All stakeholders consulted attribute value to the programme in the results seen.</p> <p>All of the following results have been achieved, at least in part due to the programme:</p> <ul style="list-style-type: none"> • Positive attitudes towards women in leadership are demonstrated to have increased, across multiple areas of society: men and women in community, political parties, churches, women’s groups, families, and male relatives and chiefs • Women interested in politics actively utilized online resources, including the PNG Women in Leadership Facebook page and the regional UNDP Pacific Women in Politics website |
| Well | <p>More than half, but not all, the Results Framework measures have achieved target. The programme has delivered most but not all of the planned results. Most stakeholders consulted attribute value to the programme. In most cases, adaptation to improve achievements have been adopted with some exceptions.</p> |
| Poorly | <p>Fewer than half the Results Framework measures have achieved target. The bulk of results have not been achieved or if achieved, cannot be attributed at all to the programme. Few stakeholders consulted recognise the importance of the WMC programme.</p> |
| Very poorly | <p>No Results Framework measures have achieved target/results are not available, unreliable or unmeasured. Activities have excluded some areas of society and may have negatively impacted communities. There are notable gaps or overlaps in support needed where the programme has failed to respond to cultural differences or learning. These are considered significant by most beneficiaries, government and donors. There is little or no deliberate alignment of the programme to address underachievement of results.</p> |

Outcome 4: Women are promoted as leaders in gender sensitive political institutions

Question: To what extent have women been promoted as leaders in gender sensitive political institutions?

Table 15: Outcome 4 rubric

| Rating | Requirement |
|--------------------|--|
| Very well | <p>All Results Framework measures have met or exceeded their targets. Activities and impacts have reached and positively impacted the key stakeholders in appropriate and inclusive ways. Where opportunities to deliver additional benefit to PNG have been identified these are actively incorporated into the programme. All stakeholders consulted attribute value to the programme in the results seen.</p> <p>All of the following results have been achieved, at least in part due to the programme:</p> <ul style="list-style-type: none"> • Women have been promoted into key leadership positions • Capacity, policies, data and reporting relating to women’s leadership in DfCDR, the Office for Development of Women, National Council of Women, Provincial and District Councils of Women, and the Bougainville Women's Federation (BWF) have been strengthened through technical assistance • Parliamentary committees are promoting women in government leadership positions. • The Department of Implementation and Rural Development (DIRD) has promoted gender-sensitive planning for Members of Parliament (MP) • Increase of District Development Authorities (DDAs) capacity to include women in decision making, to develop policies and budgets that improve women's lives, and to implement programs that meet their needs • A plan for, or roll out of, a sustainable parliamentary services hub for women MPs has been established. |
| Well | <p>More than half, but not all, the Results Framework measures have achieved target. The programme has delivered most but not all of the planned results. Most stakeholders consulted attribute value to the programme. In most cases, adaptation to improve achievements have been adopted with some exceptions.</p> |
| Poorly | <p>Fewer than half the Results Framework measures have achieved target. The bulk of results have not been achieved or if achieved, cannot be attributed at all to the programme. Few stakeholders consulted recognise the importance of the WMC programme.</p> |
| Very poorly | <p>No Results Framework measures have achieved target/results are not available, unreliable or unmeasured. Activities have excluded some areas of society and may have negatively impacted communities. There are notable gaps or overlaps in support needed where the programme has failed to respond to cultural differences or learning. These are considered significant by most beneficiaries, government and donors. There is little or no deliberate alignment of the programme to address underachievement of results.</p> |

Annex 9: Synthesis methodology

Table 16: KEQs, data collection and analysis methodology

| No | Evaluation question | Notes on analysis |
|----------------------|--|---|
| RELEVANCE | | |
| 1 | How relevant were the programme objectives, outcomes, and design in addressing the problems faced by women and their needs and priorities, adaptability to COVID-19 in participating in politics and leadership positions? | <ul style="list-style-type: none"> • Government strategies and policies triangulated with interview feedback • Adaptations and pivoting of programming during COVID-19 and other disruptions • Beneficiary interviews discussing the extent to which the programme addressed their needs and impacted results for them • Mapping similarities and differences between the ProDoc Theory of Change (ToC) and the evaluation developed causal links through stories of change from CSOs, partners, government and beneficiaries. It will include an analysis of the design assumptions and their realisation or not. • Presented as discussion with evidence and developed ToC mapping. |
| COHERENCE | | |
| 2 | How compatible is the WMC intervention with other interventions? | <ul style="list-style-type: none"> • Donors, UNDP and UN Women interviews triangulated with other local and regional interventions • CSO, national and provincial inputs as to the interactions of programmes as they are designed and implemented; examples of where cooperation and synergies occur and where gaps or weaknesses are identified • Presented as discussion with evidence. |
| EFFECTIVENESS | | |
| 3 | How effective has the programme been in achieving results? | <ul style="list-style-type: none"> • Reported results triangulated with interview feedback and any observations possible in NCD, Morobe, AROB. Interviews and documentation will also be reviewed to identify any unexpected results and how they have influenced the program and stakeholders. Documentation: monitoring data and reports of measurable results elsewhere will be referenced in particular. • Contribution analysis for WMC Objectives • Stories of change and unexpected changes included here and also contributing to relevance analysis of ToC • Synthesis of results against each Outcome using Rubrics • Presented by Outcome, including rubric result, discussion with evidence. |
| EFFICIENCY | | |
| 4 | How efficient was the programme implementation? | <ul style="list-style-type: none"> • Synthesise findings to look for how well the program has been managed and governed. This includes delivery of activities against workplans, within budget and the level of data-driven decision making, transparency, learning and adaptation and accountability in programming and governance. • Presented as discussion with evidence. |

| CONTRIBUTION TOWARDS IMPACT | | |
|-------------------------------------|---|--|
| 5 | What was the programme's contribution of the intervention to the voice and agency of women in political processes, women participation in politics and leadership position? | <ul style="list-style-type: none"> • Contribution discussion considering other programmes and influences occurring in parallel sourced through interviews and documentation, including stories of change and documentation. Consider counterfactual explanations and developing. • Analysis of the extent to which the programme was able to influence changes in power structures where inequalities have existed previously (legislation, policies) • Presented around areas of <i>likely</i> contribution and reasoning. This may be limited to likelihood because the programme is only three years old. |
| SUSTAINABILITY | | |
| 6 | What is the extent to which the net benefits of the intervention continue, or are likely to continue? | <ul style="list-style-type: none"> • Synthesise findings to look for where reporting identifies ownership of approaches in national and sub-national governments, CSOs and communities for embedded changes in practices and lifestyles, women in leadership and structural changes in policies and strategies • Informed by interviews and documentation including identifying the activities which had the most impact, which need adaptation and other considerations in sustaining any ongoing benefits or practices or for expansion or replication of the programme • Presented as discussion with evidence. |
| GENDER EQUALITY AND HUMAN RIGHTS | | |
| 7 | To what extent were the most marginalized groups (i.e., women, youths, persons with disability, LGBTQI) engaged in the programme? | <ul style="list-style-type: none"> • Synthesise findings to look for how marginalised groups have been reached through the program and the impact the program has had in their lives. Disaggregation used in interviews will allow analysis of responses to be disaggregated by age, gender and level of (dis)ability to understand how perspectives vary across groups within society as well as understand the representation of the inputs received. Men, youth and people with a disability are deliberately included in the interview planning (Annes 3). • Training results may be used to develop quantitative conclusions if attendance and learning outcome data is available. • Presented as discussion with evidence with statistics if available. |
| RECOMMENDATIONS AND LESSONS LEARNED | | |
| 8 | What are recommendations for future programming? | <ul style="list-style-type: none"> • Bringing together recommendations and learning from across all data sources, highlighting those of particular or urgent need. Drawing from sustainability section in particular and across all criteria. Informed through interviews and documentation, particularly from reflection events and monitoring data. • Presented as a list of recommendations with responsibilities |

This table plans the interviews in detail considering stakeholder mapping and location.

Table 17: Stakeholder list

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|-------------------|---|--------------|--|---|------------------------------------|
| GOVERNMENT | | | | | |
| 1 | Secretary | Port Moresby | Department for Community Development and Religion (DCDR) | Regional advocacy coalition work; Work with the National Council of Women; Attempts to support the gender policy review | In-person + remote interview |
| 2 | Deputy Secretary | Port Moresby | DCDR | Regional advocacy coalition work; Work with the National Council of Women; Attempts to support the gender policy review | In-person + remote joint interview |
| | Acting Director - Socials Sector - Office of the Development of Women | Port Moresby | DCDR | Regional advocacy coalition work; Work with the National Council of Women; Attempts to support the gender policy review | |
| | Executive Director, Office for the Development of Women (ODW) | Port Moresby | DCDR | Regional advocacy coalition work; Work with the National Council of Women; Attempts to support the gender policy review | |
| | First Assistant Secretary - Gender and Human Rights, DfCDR | Port Moresby | DCDR | Limited engagement in the programme | Reserve |
| | Acting Assistant Secretary, Gender and Development | Port Moresby | DCDR | Limited engagement in the programme | |
| 3 | CEDAW Coordinator | Port Moresby | DCDR | CEDAW learning session | In-person + remote interview |

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|-------------------|--|--------------|--|--|---------------------------|
| 4 | Secretary | ARoB | ABG Department for Community Development (DCD) | Key partner for all work in ARoB | In-person joint interview |
| | | ARoB | ABG DCD | ABG Partnerships Policy | |
| 5 | Manager - Corporate Services | ARoB | ABG Department for Law and Justice | Gender focal point training | In-person interview |
| 6 | Deputy Chief Secretary | ARoB | ABG Department for Independence Mission and Implementation | WPS Working Group | In-person interview |
| 7 | Director | ARoB | ABG Department for Community Government | ABG ComGov Trainings | In-person interview |
| 8 | Acting Registrar | Port Moresby | Integrity of Political Parties and Candidates Commission (IPPCC) | Engaged by UNDP to support political party forums with women and mock parliament | In-person joint interview |
| | Manager Parties & Registration | Port Moresby | IPPCC | | |
| 9 | CEO | Port Moresby | PILAG | Political leadership academy | In-person joint interview |
| | Project coordinator | Port Moresby | PILAG | Political leadership academy | |
| | | Port Moresby | Department of Provincial and Local Government Affairs | Reference Group; No engagement in programme | Reserve |
| | Executive Officer to Hela Provincial Administrator | Hela | Hela Provincial Administration | Highlands Regional Advocacy workshop | |
| | Acting Manager - GESI Coordination and Mainstreaming | Port Moresby | Department of Personnel Management | CEDAW learning session | |
| | Acting Assistant Secretary – GESI | Port Moresby | Department of National Planning and Monitoring | CEDAW learning session | |
| | Acting Principal Legal Officer | Port Moresby | Department of Justice and Attorney General | CEDAW learning session | |

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|---|---|--------------|---|---|---------------------------|
| DONORS | | | | | |
| 10 | Programme Strategy and Gender Programme Manager | Port Moresby | DFAT | N/A | Remote joint interview |
| | First Secretary, Development (Gender Equality) | Port Moresby | DFAT | N/A | |
| 11 | Development Programme Coordinator | Port Moresby | MFAT | N/A | Remote joint interview |
| | Former First Secretary, Development | Port Moresby | MFAT | N/A | |
| CSOs and some women who have contested elections | | | | | |
| 12 | President | ARoB | Bougainville Women's Federation (BWF) | Formal partner, received funds from UN Women; WPS Working Group | In person joint interview |
| | Executive Officer | ARoB | BWF | Formal partner, received funds from UN Women | |
| 13 | Liaison officer | ARoB | Haku Women's Collective | WPS Working Group | In person interview |
| 14 | President | ARoB | Leitana Women's Agency | Policy review and development, WPS Working Group | In person joint interview |
| | Chairlady | ARoB | Induction Training for Community Govt reps | | |
| 15 | President | ARoB | CSO and beneficiary Hatokawisil Women's Resource centre | | In person interview |
| 16 | NCFR Officer | ARoB | NCFR | Policy review and Development, WPS Working Group | In-person interview (PWD) |

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|-------------------|---|--------------|---|---|--|
| | Academic Fellow | | Queensland University of Technology (QUT) | Digital Stories | Reserve – may not be able to reach on QU email |
| | Academic Fellow | | QUT | Digital Stories | |
| 17 | President | ? | Pari Women's Association | COVID Trainings | Joint interview TBD |
| | President | ? | Kira Kira Women's Association | COVID Trainings | |
| 18 | Founder | ? | Komo Youth for Sports | Male Advocacy training, GBV summit | Interview TBD |
| 19 | Male advocate | ? | KUSWA | Male Advocacy training, community dialogues | Interview TBD (Male) |
| | | ? | YWCA | | Reserve |
| UN | | | | | |
| 20 | Programme Manager | Port Moresby | UNDP | Responsible Party; Main focal point | Remote interview |
| 21 | Deputy Resident Representative | Port Moresby | UNDP | Responsible Party; Programme Board Member | Remote joint interview |
| | Resident Representative | Port Moresby | UNDP | Responsible Party | |
| 22 | Global Policy Advisor on Women's Political Participation and Leadership | Port Moresby | UN Women HQ | Provides ongoing technical advice to the programme | Remote interview |
| 23 | Knowledge Management Specialist on Women's Political Participation | Port Moresby | UN Women HQ | Provides technical advice and connects the PNG CO to other CO's working in this space for knowledge exchanges | Remote interview |
| | Resident Coordinator | Port Moresby | Resident Coordinators Office PNG | Only recently joined the UN in PNG so hasn't had any engagement with the programme to date | Reserve |

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|----------------------|---|--------------|---|---|---------------------------------|
| | Head of RCO | Port Moresby | Resident Coordinators Office PNG | | Reserve |
| BENEFICIARIES | | | | | |
| 24 | Former member in the Bougainville House of Assembly | ARoB | Speaker at regional advocacy workshops and mentor for PLAW participants | | In-person interview |
| 25 | Minister of Parliament | ARoB | | Campaign training ahead of ABG election, ABG nostic workshop, mentor in the Academy | In-person interview |
| 26 | NCFR officer | ARoB | WPS Working Group | | In person joint interview |
| | Leitana Women's Agency | ARoB | WPS Working Group | | |
| | GEWE Advocate | ARoB | | Digital stories / community dialogues | |
| 27 | Incremental beneficiaries week of 3/4 | ARoB | | Policy process | In person joint interview, male |
| | | ARoB | | Policy process | |
| 28 | | ARoB | | Policy process | In person joint interview |
| | | ARoB | | Policy process | |
| | | ARoB | | Policy process | |
| | | ARoB | | Policy process | |
| | | ARoB | | Policy process | |
| 29 | Incremental beneficiaries week of 3/4 | ARoB | | Community Government training | In person joint interview |
| | | ARoB | | Community Government training | |
| | | ARoB | | Community Government training | |
| | | ARoB | | Community Government training | |
| | | ARoB | | Community Government training | |
| | | ARoB | | Community Government training | |

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|-------------------|--|----------|--|-------------------------------|---|
| | | ARoB | | Community Government training | |
| 30 | | ARoB | | Community Government training | In person interview, male |
| 31 | Incremental beneficiaries week of 3/4 | ARoB | | Gender Focal Point Training | In person joint interview |
| | | ARoB | | Gender Focal Point Training | |
| | | ARoB | | Gender Focal Point Training | |
| | | ARoB | | Gender Focal Point Training | |
| 32 | | ARoB | | Gender Focal Point Training | In person interview, male |
| 33 | Incremental beneficiaries week of 3/4 | ARoB | | BWF Project | In person interview, male |
| 34 | | ARoB | | BWF Project | In person joint interview |
| | | ARoB | | BWF Project | |
| | | ARoB | | BWF Project | |
| | | ARoB | | BWF Project | |
| | | ARoB | | BWF Project | |
| 35 | Incremental beneficiaries week of 3/4 | ARoB | | BHCP Training | In person interview |
| 36 | | ARoB | | BHCP Training | In person joint interview, male |
| | | ARoB | | BHCP Training | |
| 37-38 | Former elected ward councillor and current member of Soroptimist International | Morobe | Information sharing workshop & Momase Regional Advocacy Workshop | | 2 x In-person joint interview in convenient locations |
| | Soroptimist International and more | Morobe | Information sharing workshop & Momase Regional Advocacy Workshop | | |
| | DCOW President, | Morobe | Information sharing workshop & Momase Regional Advocacy Workshop | | |

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|-------------------|---------------------------------------|--------------------|--|------------------------------|-------------------------------------|
| | Former Women's Rep | Morobe | Information sharing workshop & Momase Regional Advocacy Workshop | | |
| | Community leader | Morobe | Women in Leadership Digital Stories | | |
| | DCOW President | Morobe (Huon Gulf) | | | |
| | Pangu Party Rep | Morobe (Finchafen) | Momase regional advocacy workshop & PILAG training | | |
| | PLWD Chairman | Morobe (Lae) | Baseline in Lae | | |
| | Former candidate | Morobe | Momase Regional Advocacy workshop & UNDP WIL conf, Practice Parliament and Diagnostic workshop | | |
| 39 | Former candidate | NCD | Momase Regional Advocacy workshop & UNDP WIL conf and Practice Parliament a | | In-person joint interview |
| | Elected member of Motu Koita Assembly | NCD | Women in Leadership Digital Stories | | |
| | Human Rights Advocate | NCD | Women in Leadership Digital Stories | | |
| | Human Rights Advocate | NCD | Women in Leadership Digital Stories | | |
| | GEWE Advocate | NCD | Speaker at Highlands Male Advocacy workshop | | |
| 40 | Youth | Enga | Baseline survey in Enga, GBV summit & Highlands Regional Advocacy workshop | | YOUTH Interview, remote if possible |

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|-------------------|---|----------------------|--|------------------------------|--|
| 41 | Former candidate | ? | Highlands Regional Advocacy workshop & UNDP WIL conference and Practice Parliament | | Remote Interview TBD if possible |
| 42 | Male advocate | ? | Highlands Male Advocacy workshop | | Joint Remote Interview TBD if possible |
| | Police Officer | ? | Highlands Male Advocacy workshop | | |
| 43 | FSVU Coordinator | Hela (Tari) | Women in Leadership Digital Stories | | Joint remote Interview if possible |
| 44 | Elected ward councillor | Hela (Tari) | Tebi LLG | | |
| 45 | Director, Jiwaka Organic Food Farmers Association | Jiwaka | Women in Leadership Digital Stories | | Remote Interview TBD if possible |
| 46 | Former DCOW President | NIP | NGI Regional Advocacy workshop | | Remote Interview TBD if possible |
| 47 | Human Rights Advocate and LLG Councillor | SHP (Mendi) | Women in Leadership Digital Stories | | Remote Interview TBD if possible |
| 48 | PCOW President and former candidate | West Sepik (Sanduan) | Momase Regional Advocacy workshop & UNDP WIL conference and practice Parliament | | Remote Interview TBD if possible |
| | | ? | Information Sharing workshop & Highlands Regional Advocacy workshop | | Reserve |
| | | ? | Momase Regional Advocacy workshop | | |
| | Chairlady | ? | PILAG training | | |

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|-------------------|------------------------------------|----------------------|---|------------------------------|--------------------|
| | Elected ward councillor | ? | Information sharing & PILAG training | | |
| | | ? | PILAG training | | |
| | Peace Trainer | ? | GBV Summit, Women in Leadership series | | |
| | Elected ward councillor | Central | PILAG training | | |
| | Barakau Women's Rep | Central (Barakau) | PILAG training | | |
| | Women's Rep | Central (Cloudy Bay) | PILAG training | | |
| | Central PA Women's Rep | Central | Southern Regional Advocacy workshop & PILAG training | | |
| | Appointed women's rep | East Sepik | PILAG training | | |
| | Director, Family for Change | East Sepik (Wewak) | Women in Leadership Digital Stories | | |
| | Entrepreneur and Urban women's Rep | East Sepik (Wewak) | Women in Leadership Digital Stories | | |
| | ESPCOW President | East Sepik | Regional Advocacy workshop & UNDP Practice Parliament | | |
| | | Eastern Highlands | Highlands Regional Advocacy workshop | | |
| | Former Parliamentarian | Eastern Highlands | Highlands Regional Advocacy workshop & UNDP Practice Parliament | | |
| | Women's Rep | ENB (Kokopo) | PILAG training | | |
| | Appointed women's rep | EHP (Kainantu) | PILAG training | | |
| | Ward Councillor in Wabag Urban LLG | Enga | Women in Leadership Digital Stories | | |

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|-------------------|---|---------------------|--|------------------------------|--------------------|
| | Elected ward councillor | Enga | Wabag LLG | | |
| | Elected ward councillor | Enga | Wabag LLG | | |
| | PCOW President | Gulf | Southern Region Advocacy workshop | | |
| | Gulf PCOW President | Gulf | Southern Regional Advocacy workshop | | |
| | Law student and winner of essay competition | Jiwaka | Essay competition | | |
| | Former candidate | Madang | PILAG training | | |
| | Women's Rep Madang Urban | Madang | Momase and Madang Regional Advocacy workshop | | |
| | Coordinator GBV Secretariat | Milne Bay | Women in Leadership Digital Stories | | |
| | DCOW President | NIP | NGI Regional Advocacy workshop & PILAG | | |
| | Former candidate | Northern / Oro | PILAG training | | |
| | GEWE Advocate and former Parliamentarian | Port Moresby | PILAG training manual development, speaker at advocacy workshops | | |
| | Kutubu District Women's Rep | SHP (Kutubu) | Highlands Regional Advocacy workshop & PILAG training | | |
| | Appointed Women's Rep, DDA | SHP (Ialibu Pangia) | PILAG training | | |
| | Director for Community Development Agency | Simbu | Women in Leadership Digital Stories | | |

| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|-------------------|--|-------------------------------|--|------------------------------|--------------------|
| | Coordinator, Highlands Region Catholic Women's Association | Simbu | Women in Leadership Digital Stories | | |
| | Elected ward councillor | Simbu | Information Sharing workshop & PILAG training | | |
| | Elected ward councillor | Simbu | Information Sharing workshop & PILAG training | | |
| | Appointed women's rep, SSY | Simbu | PILAG training | | |
| | Appointed women's rep, SSY | Simbu | | | |
| | Appointed women's rep | Simbu (Chuave) | PILAG training | | |
| | Church rep at Kerowaghi DDA | Simbu (Kerowaghi) | PILAG training | | |
| | DCOW President - SineSine | Simbu, (Yongomugl) | Highlands Regional Advocacy workshop & UNDP WIL conference and Practice Parliament | | |
| | President Bialla DCOW | West New Britain | NGI Regional Advocacy Workshop & UNDP WIL Conference and Parliament practice | | |
| | DCOW President and former candidate | West Sepik (Sanduan) (Vanimo) | Momase and Madang Regional Advocacy workshop | | |
| | Former candidate | Western | PILAG training | | |
| | Board member Kitip Secondary School | Western Highlands | PILAG training | | |

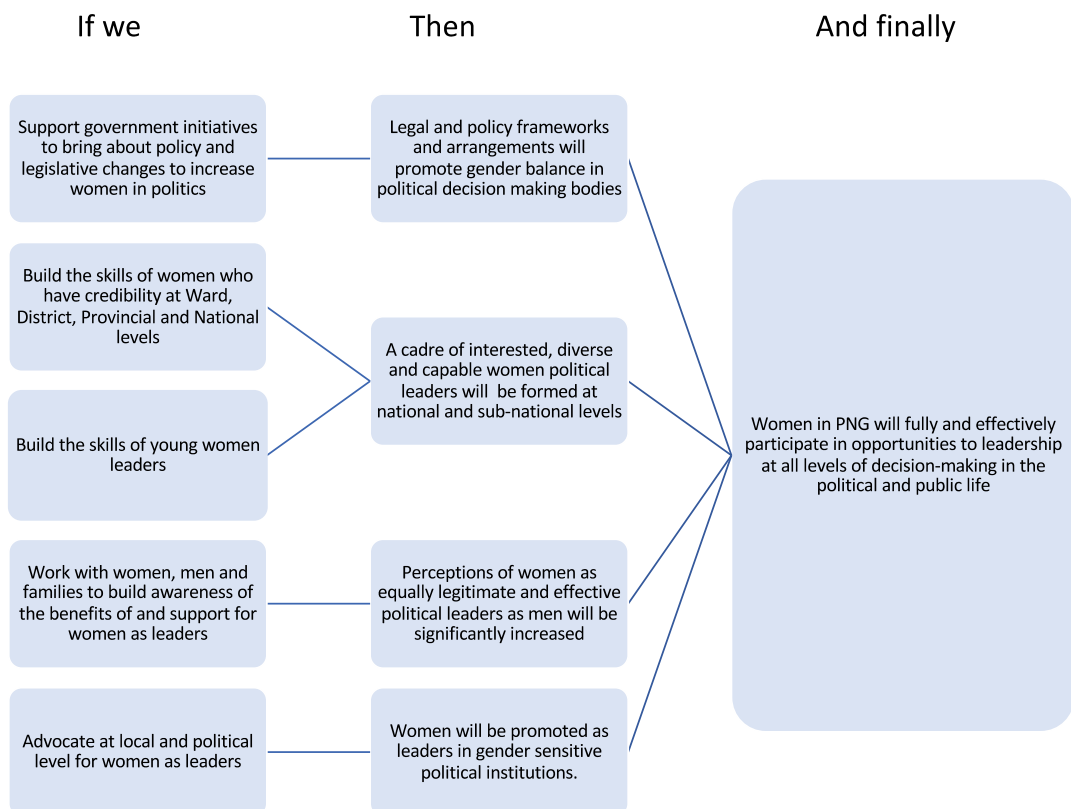
| Interview number# | Role | Location | Dept | WMC Activity Engaged Through | Interview strategy |
|-------------------|--------------------------------------|------------------------------|----------------------------------|------------------------------|--------------------|
| | Mt. Hagen Market Vendors Association | Western Highlands (Mt Hagen) | Highlands Male Advocacy workshop | | |
| | President Kimbe Market Vendors Ass | West New Britain | NGI Regional Advocacy workshop | | |

Annex 10: Theory of Change

The overarching theory of change proposes that: If (1) electoral frameworks and arrangements promote gender balance in elections; if a cadre of interested, diverse and capable women political leaders is formed; if women are perceived as equally legitimate political leaders as men in society; and if women are promoted as leaders in gender sensitive political institutions, then (2) women will be politically empowered and realize their rights, because (3) women will have political agency and can *lead decision-making* (ProDoc, 2020).

Figure 2: WMC original ToC

PNG Women Make the Change Program Theory of Change



Women Make the Change. Increased voice for women in political processes Program Logic Model³⁶

Figure 3: WMC Original Outcomes, Outputs and Assumptions

| Goal | Women fully and effectively participate in opportunities to leadership at all levels of decision-making in the political and public life | | | |
|-----------------|--|--|---|---|
| Outcomes | Outcome 1: Legal and policy frameworks and arrangements promote gender balance in political decision making bodies | Outcome 2: A cadre of interested, diverse and capable women political leaders is formed at national and sub-national levels | Outcome 3: Women are perceived as equally legitimate and effective political leaders as men | Outcome 4: Women are promoted as leaders in gender sensitive political institutions |
| Outputs | 1.1. Technical assistance provided to Government of Papua New Guinea institutions as required to strengthen women's political leadership, especially at National level 1.2. South South exchanges for Members of Parliament and other influential leaders to learn from each other about the benefits of women's leadership | 2.1. Action research undertaken tracks progress women over time in the target provinces 2.2. Bougainville Government partners supported to deliver support to women at sub-national level 2.3. Capacity building conducted for women representatives in Bougainville Community Government 2.4. Leadership capacity building for young women piloted in cooperation with Government, development partners and local women's NGOs | 3.1. Training provided to media on women's leadership, including any legal changes to support women in Parliament and gender equality in Parliament 3.2. Campaign developed and implemented on the value of women's leadership to PNG governance and development 3.3. Documentaries and communications materials developed to promote success stories around women's leadership | 4.1. Political parties and IPCC supported to build commitment of political parties to gender equality and women's leadership 4.2. National Parliament supported to promote women's leadership and gender equality 4.3. Capacity building provided to Dept for Community Development and Religion (DFCDR) to lead this agenda from the Government of Papua New Guinea's perspective 4.4. National Coordination of Women in Political Leadership |
| Key assumptions | There is political will to adopt reforms. Parliamentary and political leaders are committed to increase women's political participation. | A select group of women are willing to enter politics and lead. | Raising awareness about gender equality will lead to transformation in attitudes | Institutions are historically gendered but are open to change |

³⁶ ProDoc (UN Women, 2020)

A workshop was held on 19 April with UN Women and UNDP implementing partners. This workshop reviewed the ToC, asking stakeholders to discuss questions which will be revisited during the broader data collection phase. These questions were:

Table 18: KEQs used for ToC analysis in Inception Report

| KEQ | Question |
|--------------|---|
| KEQ 1.2 | What has changed in the external environment since the WMC design? |
| KEQs 3 and 5 | In the WMC programme, which activities had a positive effect on achieving outcomes? Which didn't? |
| KEQ 3.3 | Which planned activities did not occur and why? |
| KEQ 3.3 | What were any unexpected results? Why do you think these occurred? |
| KEQs 3 and 5 | What would you describe as significant changes which have occurred over the last three years? Why do you think these occurred? What was it like before? What is it like now? |
| KEQ 3.4 | What (external) factors affected your area of work (positively or negatively)? (i.e. political support, partnerships, COVID-19 pandemic, etc) any other emerging contexts in the country. |
| TOC | What other challenges have been faced by stakeholders in PNG/ARoB trying to implement effective gender-based changes in frameworks, policies and practices |

Based on the analysis of the ToC and results from initial review and consultations, several conclusions and recommendations can be made:

- The ToC in the ProcDoc creates a valid theoretical set of pathways to contribute to women participating in leadership in public and political life. However, there are opportunities for more mutually reinforcing activities to be grouped together and aligned and in cooperation with other development partners working in similar areas.
- Combining capacity building of government with support to deliver policy and legislative change would capture more of the elements required to deliver legal and policy frameworks under Outcomes 1 and 4, and better address the political will and institutional willingness not fully realized.
- Strengthening girls and women in leadership could be combined and reinforce networks and sustainability of change with 'ready-built' mentors for young women leaders where interventions between women and young women were combined.
- Strong links have been built through the activities like the regional advocacy groups, WhatsApp communities, and the Academy alumni, which can contribute to the delivery of Outcome 2 in terms of building an interested and capable cadre of women.
- Activities designed to building the awareness of the value of women in leadership (Outcome 3) have been prolific. Although there are reports of feedback available, the strength of the linkages between these activities and changes in perceptions have not been quantified. Further analysis will take place during the evaluation.
- A proposed reorganization of the Theory of Change for future programming captures the regrouping proposed.

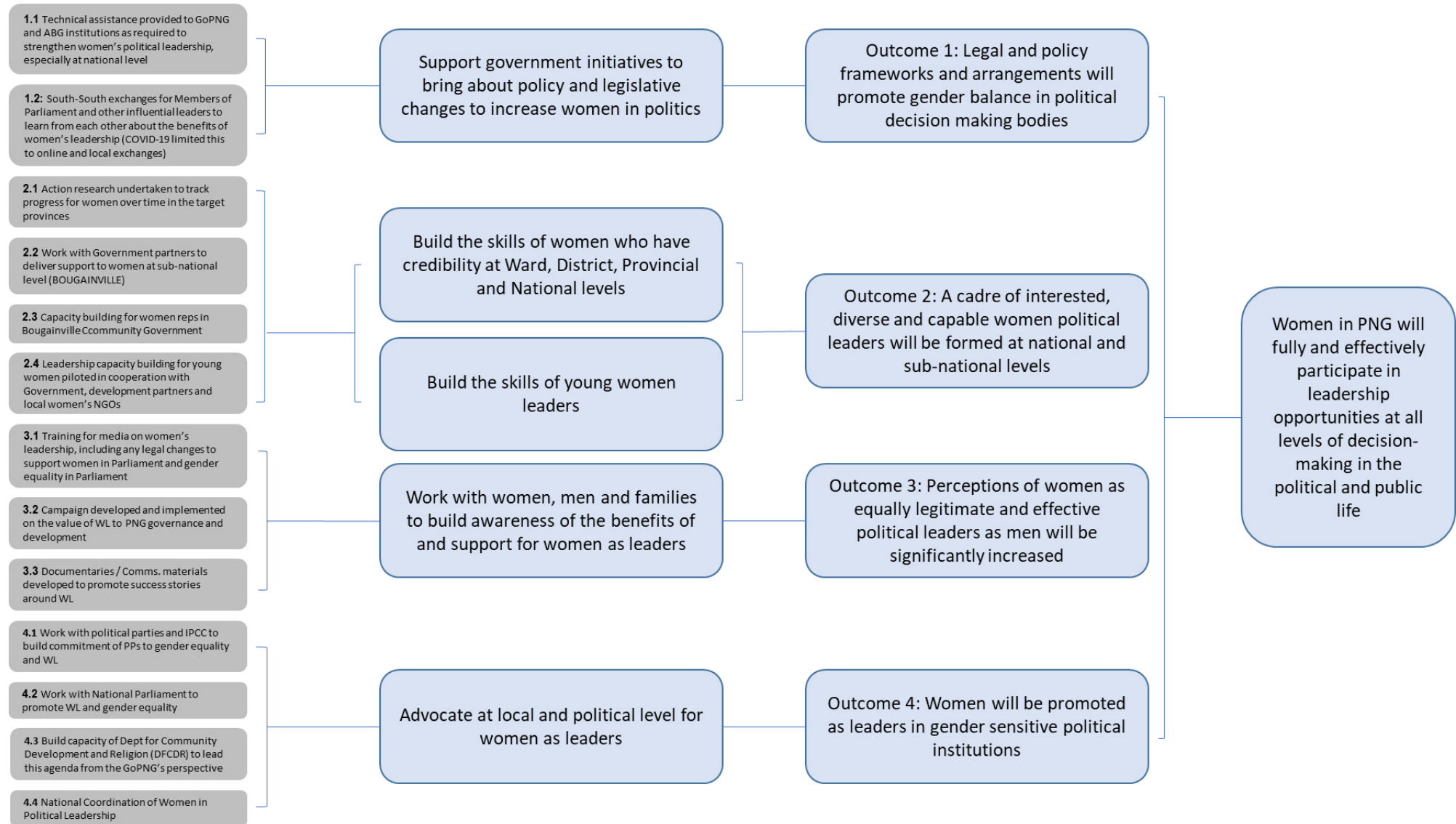
Methodology

Stakeholders participating in the workshop on 19 April 2023 were:

- Gabrielle John (UN Women)
- Fidelis Golu (UN Women)
- Seraphina Aupong (UN Women)
- Goodshow Bote (UN Women)
- Chelsea Magini (UNDP)
- Lydia Kaia (UNDP)

Incorporating the planned activities into the ToC creates a broader picture of the design causal change pathways; see Figure 4. Supported by an initial document review, the stakeholder workshop discussed the changes seen in PNG and ARoB since 2020, the extent to which planned and unplanned activities occurred, external programs and influences and the likelihood that activities contributed to achievement of each of the four program Outcomes, the realisation or not of the program assumptions and any counterfactual explanations for the drivers of change.

Figure 4: Theory of Change with design activities



Findings

The overall findings were that:

- There were similarities and overlaps in how activities supporting Outcome 1 and Outcome 4 contributed to changes to areas impacting how women participate in government
- Some activities had been found to be ineffective in previous programs and were therefore not progressed past the design (Activity 3.1 Media training). In this case, DFAT had advised that previous funding in this area had not demonstrated value for money impacts.
- Some activities were nominally not possible because of the impact of COVID-19 (Activity 1.2 South – South networking). This was replaced with local and online panel discussions, communities of practice and similar. It does appear that as online work was possible, then South-South online may have also been possible and potentially could have added incremental political motivation for change in government.
- Some activities have not yet been delivered so their impact cannot yet be tested practically (Activity 2.1 Action research)
- There were areas where partnerships with other providers could benefit a more holistic intervention. An example is a potential partnership with TIPNG (Transparency International PNG), who are able to support elections where the UN needs to remain separate under requirements from the Secretariat. Other examples were where CARE International and International Foundation for Electoral Systems (IFES) have worked in training and in at least one case, the WMC training and that through another provider were both scheduled to be delivered at the same time for the same stakeholders.
- The assumptions of political will for change (Outcome 1) and willingness for traditionally gendered institutions to change (Outcome 4) were not realised which inhibited the progress of legislative change in PNG and to a lesser extent in ARoB. Individuals' leadership in government roles has a strong influence; where this is missing and where capacity to progress reform do not exist, changes have been slow
- Some activities against particular Outcomes may be more directly aligned with other Outcomes. Examples in local exchanges (Activity 1.2) and developing communications materials (Activity 3.3). These may be better grouped together in support of working with women, men and families in building awareness and in changing perceptions (Outcome 3).
- There are some activities that could more reasonably be described as enablers or assumptions than program work. For instance, Activity 2.1 Action research and Activity 3.1 Media training. The latter example is mentioned as the detailed sub-activities in the ProDoc appeared more to be about monitoring change than specific activities to shift behaviours and attitudes.
- While the Output linked with Outcome 3 talked about working with men and families and there were some activities directed towards men, most activities were directed to support individual women, young women and government.

Findings against each outcome is described briefly here. Given the interrelationship between activities and results in Outcomes 1 and 4, these have been combined.

Outcomes 1 & 4 discussion

- Technical assistance has been available but hasn't had anticipated influence on government initiatives as the political will, and ability to implement has not always been within government departments (1.1 and assumption of political will)
 - 4.3 capacity building may have improved this result however concentrated on ABG rather than DfCDR. If linked to Outcome 1, with TA, there may have been a stronger result.
- Working with National Parliament to promote WL and gender equality was planned to revise MPs induction programs, producing government reports and advice on gender-sensitive law reform.
- The South-South activities (1.2) were stymied by COVID-19. If possible, it seems likely it would have had a positive effect on GoPNG politicians.

- The substituted activities - online and local exchanges with communities of practice (not MPs) were likely more influential on networks and populations outside government (Outcome 3)
- The political will to progress policy and legislative change which had been assumed in the design, did not materialise. This has contributed to delays in the DFCDR in implementing the changes proposed.
- The proposed linkages between supporting initiatives and delivery of initiatives (Outcome 1), leading to fuller and more effective participation are theoretically strong but not been demonstrated during the program as no policies/legislation delivered in GoPNG, although two in draft in ABG.

Outcome 2 discussion

- Activity 2.2, working with ABG partners to support women at a sub national level and Activity 2.3 'Capacity building for reps in Bougainville Community Government' were described as being basically part of the same, as well as work at a ward level. While there has been some pre and post training assessments done, these were not available at the workshop. The digital stories, academy alumni and the regional advocacy coalitions are examples of successes in this area.
- CARE International and IFES also work in this area.

Outcome 3 discussion

- Activities here included digital stories, working with radio, newspaper and online news outlets, community dialogues and vignettes of women storytellers' journeys in leadership and of male advocates for women in leadership. There was some feedback provided through these mechanisms which can be used to test the linkages of activities to results; for instance, community engagement and Inside PNG feedback captured different people's experiences. This data was not available for the workshop.
- Transparency International PNG work with the electoral
- An unexpected result of this work was that the videos describing the stories of women standing for government were also demonstrating the electoral processes to viewers. This led to instances where the public were able to identify when processes were not being followed and they were able to call these out on 'Inside PNG' (online news). Women being interviewed were also able to experience the interview process and practice public speaking as part of developing these media and communication products.

Conclusions/Recommendations

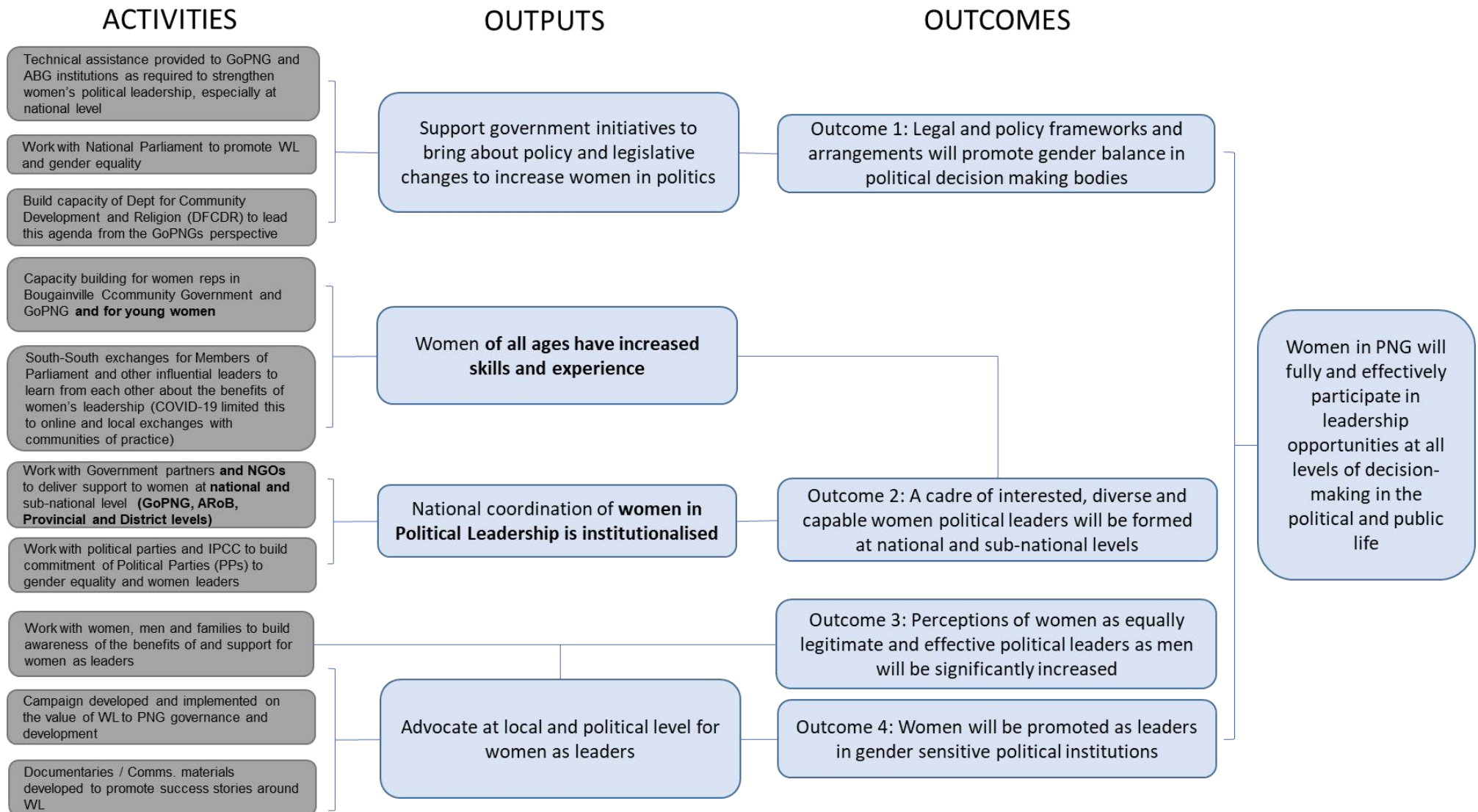
Testing the ToC design

- The design of the ToC in the ProcDoc (UN Women, 2019) in large part creates a valid theoretical set of pathways to contribute to women participating in leadership in public and political life; there are opportunities for more mutually reinforcing activities to be grouped together and aligned.
- This reorganisation of the causal pathways may better represent how activities can work together to better address assumptions and deliver change. For instance, combining capacity building of government (Activity 4.3) with support to deliver policy and legislative change (Activity 1.1 and Activity 4.2) would capture more of the elements required to deliver legal and policy frameworks (Outcome 1). This strengthened mapping may better address the political will and institutional willingness not fully realised.
- Strengthening girls and women in leadership could be combined and reinforce networks and sustainability of change with 'ready-built' mentors for young women leaders where interventions between women and young women were combined
- A proposed reorganisation of elements is in Figure 5.

Testing the results against the design

- Outcomes 1 & 4: While there is no doubt that the technical support provided to government and the work with the parliamentary committee, under Activity 1.1 contributed to Policy and Legislative change, particularly in ARoB, additionally activities are required to strengthen this result. The political will assumed has not been demonstrated consistently. This and limited government capability have delayed results here. Examples are building the capacity of government, working with demonstrated successes (regionally with South-South and locally across wards and provinces) and harnessing the passionate government champions where they exist.
- Outcome 2: Strong links have been built through the activities like the regional advocacy groups, WhatsApp communities and the Academy alumni. These activities are thought to have contributed to the delivery of Outcome 2 in terms of building an interested and capable cadre of women.
- Outcome 3: Activities designed to build the awareness of the value of women in leadership have been prolific with videos, community dialogues and newspaper, radio and internet articles. Community questionnaires and feedback online during the elections have shown some shifts advancing the positive attitudes and awareness of the value of women in leadership. However, the strength of the linkages between these activities and changes in perceptions have not been quantified.

Figure 5: Proposed ToC reorganisation



Annex 11: Monitoring results

Table 19: Summary/Brief version of adapted M&E Plan for Women Make the Change programme

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--|--|------------------------------------|--|--|---|---|--|---|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| Outcome 1: Legal and policy frameworks and arrangements promote gender balance in political decision making bodies | | | | | | | | |
| 1.1. Technical assistance provided to Government of Papua New Guinea institutions as required to strengthen women's political leadership, especially at National level | Types and number of activities delivered, including coordination activities (PW) | Project reports Program reports | 2 briefing meetings with the Coalition of Parliamentarians to end Gender-based Violence (GBV) Supported development of Coalition's website. ³⁷ First ever Public Hearing on GBV with included an agenda on TSM ³⁸ Supported the Special Parliamentary Committee on GBV to examine TSM issues. ³⁹ | | | Partnered with the IPPCC to design, fund and deliver 3 regional workshops Supported IPPCC to develop and launch the Political Manual and Campaign manual ⁴⁰ Worked with Special Parliamentary Committee on GBV ⁴¹ Review of the National Council of Women Capacity Building of ABG Gender Focal Points over 3 meetings | Continued support for IPPCC and DfCDR (i.e., technical advice, assistance to develop budget and PIP for DfCDR, continued advocacy through support briefs) ⁴⁴ Supported IPPCC host 2 Political Party Expos Supported IPPCC run 4 mentoring workshops. ⁴⁵ ABG Gender Policy Review and Partnership Policy | REPORTED TWICE: "Coordinated 4 meetings in preparation towards the practice parliament. This included printing of 160 of 2 kinds of manuals for political parties and women candidates, in partnership with IPPCC" – 100% completed. ⁴⁷ ABG Gender Policy Review and |
| | | | 5 workshops, of which; o 1 was with MPs o 4 were with political parties 1 research activity to provide advice to government. ⁵⁰ | Training on mainstreaming gender in the COVID response Supported establishment of the Coalition of Parliamentarian Against GBV. ⁵¹ | Supported IPPCC host 2 political party expos Supported IPPCC run 4 mentoring workshops ⁵² Review of the National Council of Women Capacity building of ABG Gender Focal Points over 3 meetings | | | |

³⁷ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 2.

³⁸ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 2.

³⁹ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 3.

⁴⁰ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 2.

⁴¹ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, pages 3-4.

⁴⁴ United Nations Development Programme, January 2022 – June 2022 Quarterly Progress Report FINAL, Women Make the Change project, page 2.

⁴⁵ United Nations Development Programme, January 2022 – June 2022 Quarterly Progress Report FINAL, Women Make the Change project, page 2.

⁴⁷ United Nations Development Programme, June 2022 - December 2022 Quarterly Progress Report ('+GJ' version), Women Make the Change project, page 2.

⁵⁰ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, pages 3-4.

⁵¹ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 5.

Note: There appears to be a PDF error where there is missing information/detail after page 5 and before page 7, based on other progress reports. Relied on subsequent pages to provide required information.

⁵² United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, pages 2-3.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|--|--------------|---|--|--|--|--|---|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | | Supported Coalition of Parliamentarians to end GBV ⁵³ Legislative assistance on TSMs National Gender Policy Review ABG Gender Policy Review and Partnerships Policy creation ⁵⁴ | Points (anticipated completion date of December 2022) Supported to Coalition of Parliamentarians to End GBV. ⁴² Legislative assistance on TSMs National Gender Policy Review (anticipated start date of Q1 2022) ABG Gender Policy Review and Partnerships Policy creation. ⁴³ | creation (anticipated completion date of Q4 2022) ⁴⁶ | Partnerships Policy creation (anticipated completion date of Q2 2023) ^{48, 49} |
| | Total number of people reached (disaggregated by sex, age, disability and location) (PW) | | No information on the total number of people reached for the following: 2 briefing meetings with the Coalition of Parliamentarians to end GBV. Supported development of Coalition's website. First ever Public Hearing on GBV with included an agenda on TSM. Supported the Special Parliamentary Committee on GBV to examine TSM issues. | | No information on the total number of people reached for the following: Partnered with the IPPCC to design, fund and deliver 3 regional workshops Supported IPPCC to develop and launch the Political Manual and Campaign manual | No information on the total number of people reached for the following: Continued support for IPPCC and DfCDR Supported IPPCC host 2 Political Party Expos Supported IPPCC run 4 mentoring workshops. • ABG Gender Policy Review and partnership policy creation: | No information on the total number of people reached for the following: • ABG Gender Policy Review and partnerships policy creation. ⁵⁷ | |
| | | | 5 workshops: Women: 88, ≥18 years of age Men: 39, ≥18 years of age No info on PWD No info on location Research activity – N/A ⁵⁸ | • Training on mainstreaming gender in the COVID response: Women: 9, ≥18 years of age Men: 4, ≥18 years of age | No information on the total number of people reached for the following: Supported IPPCC host 2 political party expos Supported IPPCC run 4 mentoring workshops | | | |

⁵³ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 3-4.

⁵⁴ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 5-6.

⁴² PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 16.

⁴³ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 17.

⁴⁶ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 14.

⁴⁸ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 13.

⁴⁹ RMS Report, Outcome Indicator Reporting, 2022, 1.1G, SN Indicators (4)

⁵⁷ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

⁵⁸ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, pages 6-7.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|------------|--------------|---|--|--|---|--|---------------|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | <p>Location: All 13 where from rural, remote, maritime areas</p> <p>No info on PWD</p> <p>Supported establishment of the Coalition of Parliamentarian Against GBV – N/A⁵⁹</p> | <p>Review of the National Council of Women Supported Coalition of Parliamentarians to end GBV – “Awaiting update from partner”</p> <p>Legislative assistance on TSMs.⁶⁰</p> <p>Capacity building of ABG Gender Focal Points:</p> <p>Women: 2, ≥18 years of age</p> <p>Men: 2, ≥18 years of age</p> <p>Location: All 4 were from urban areas</p> <p>No info on PWD</p> <p>National Gender Policy Review:</p> <p>Women: 5, ≥18 years of age</p> <p>Men: 4, ≥18 years of age</p> <p>Location: All 9 were from urban areas</p> <p>No info on PWD</p> <p>ABG Gender Policy Review and Partnerships Policy creation:</p> <p>Women: 2, ≥18 years of age</p> <p>Men: 4, ≥18 years of age</p> | <p>Worked with Special Parliamentary Committee on GBV</p> <p>Review of the National Council of Women Support to Coalition of Parliamentarians to end GBV – “Awaiting update from partner”</p> <p>Legislative assistance on TSMs</p> <p>National Gender Policy Review.</p> <ul style="list-style-type: none"> Capacity building of ABG gender focal points: <p>Women: 2, ≥18 years of age</p> <p>Men: 2, ≥18 years of age</p> <p>Location: All 4 were from urban areas</p> <p>No info on PWD</p> <ul style="list-style-type: none"> ABG Gender Policy Review and partnerships policy creation: <p>Women: 14, ≥18 years of age</p> <p>Men: 11, ≥18 years of age</p> <p>Location: All 25 were from rural, remote, maritime areas</p> | <p>Women: 140, ≥18 years of age</p> <p>Men: 134, ≥18 years of age</p> <p>Location: All 274 were from rural, remote, maritime areas</p> <p>No info on PWD⁵⁶</p> | |

⁵⁹ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

⁶⁰ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 21.

⁵⁶ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 21.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|--|--------------|---|---------------|---|------------------------------|-----------|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | | Location: All 6 were from urban areas No info on PWD ⁶¹ | No info on PWD ⁵⁵ | | |
| | Evidence of gender responsive laws and policies (PW; MTDPIII KRA 3.5) | | | | | | | Gender-responsive election observation brief (Reported under Outcome 3) ABG Gender Policy and Partnerships Policy drafted |
| | Proportion of seats held by women in national and local government (UNDAF 1.1.2; SDG indicator 5.5.1.b and PLGED indicators 1 and 2) | | | | | | | |
| | Number of women represented in decision making roles ⁶² (Government of Papua New Guinea; MTDPIII KRA 3.5 Sector Strategy 5) | | | | | | | |
| | Evidence of strategies to promote women's participation at all levels of government (MTDP III 3.5 Sector Strategy 5) | | | | | | | |

⁶¹ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 5-6.

⁵⁵ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 23.

⁶² National Public Service Gender Equity and Social Inclusion Policy 2012, page 48.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--|--|---------------------------------------|---|--|--|--|--|---|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| 1.2. South-South exchanges for Members of Parliament and other influential leaders to learn from each other about the benefits of women's leadership | Types and number of activities delivered, including coordination activities (PW) | Program me minutes and travel reports | | Post-election reflections workshop on women's political participation in the 2020 Autonomous Bougainville Government elections GBV Summit Workshop and Post GBV Summit Workshop ⁶³ WMC Programme Board and Reference Group update ⁶⁴ | Mainstreaming learning exchange opportunities (i.e., online and domestic learning exchanges) Commenced transformation of Reference Group into a Community of Practice ⁶⁵ Coordinated 2 subnational regional advocacy and coalition building workshops WMC Programme Board & Reference Group update ⁶⁶ | Mainstreaming learning exchange opportunities ⁶⁷ Coordination through advocacy and coalition building workshops WMC Programme Board & Reference Group update ⁶⁸ | Mainstreaming learning exchange opportunities ⁶⁹ Community of Practice WMC Programme Board & Reference Group update (anticipated completion date of December 2022) ⁷⁰ | Learning exchanges (anticipated completion date: Q4 2023) ⁷¹ |
| | Total number of people reached (disaggregated by sex, age, disability and location) (PW) | | No information on the total number of people reached for the following: <ul style="list-style-type: none"> WMC Programme Board and Reference Group update. Post-election reflections workshop: | No information on the total number of people reached for the following: <ul style="list-style-type: none"> Transformation of Reference Group into a Community of Practice. Mainstreaming learning exchange opportunities: | No information on the total number of people reached for the following: <ul style="list-style-type: none"> Coordination through Advocacy and Coalition Building Workshops. Mainstreaming learning exchange opportunities: | No information on the total number of people reached for the following: <ul style="list-style-type: none"> Community of Practice. Mainstreaming learning exchange opportunities Women: 11, ≥18 years of age | <ul style="list-style-type: none"> Learning exchanges Women: 152, ≥18 years of age Men: 131, ≥18 years of age Location: 13 from urban areas; 270 from rural, remote, maritime areas No info on PWD⁷⁶ | |

⁶³ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 8.

⁶⁴ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 15.

⁶⁵ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 4-5.

⁶⁶ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 14-15.

⁶⁷ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 17.

⁶⁸ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

⁶⁹ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 14.

⁷⁰ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 18.

⁷¹ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 13.

⁷⁶ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | | |
|--------------------|------------|--------------|---|--|---|--|---|---------------|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 | |
| | | | | <p>Women: 50, ≥18 years of age</p> <p>Men: 10, ≥18 years of age</p> <p>Location: All 60 were from rural, remote, maritime areas</p> <p>No info on PWD</p> <ul style="list-style-type: none"> • GBV Summit Workshop and Post GBV Summit Workshop: <p>Women: 22, ≥18 years of age</p> <p>Men: 2, ≥18 years of age</p> <p>No info on PWD</p> <p>No info on location⁷²</p> | <p>Women: 17, ≥18 years of age</p> <p>Men: 2, ≥18 years of age</p> <p>Location: 15 from urban areas; 4 from rural, remote, maritime areas</p> <p>No info on PWD</p> <ul style="list-style-type: none"> • Coordination through Advocacy and Coalition Building Workshops: <p>Women: 112, ≥18 years of age</p> <p>Men: 23, ≥18 years of age</p> <p>PWD: 1 man, ≥18 years of age; 1 boy ≤17 years of age</p> <p>Location: 80 from urban areas; 55 from rural, remote, maritime areas</p> <p>No info on PWD</p> <ul style="list-style-type: none"> • WMC Programme Board & Reference Group update <p>Women: 6, ≥18 years of age</p> <p>Men: 5, ≥18 years of age</p> <p>Location: All 11 were from urban areas</p> | <p>Women: 19, ≥18 years of age</p> <p>Men: 4, ≥18 years of age</p> <p>Location: 19 from urban areas; 4 from rural, remote, maritime areas</p> <p>No info on PWD</p> <ul style="list-style-type: none"> • WMC Programme Board & Reference Group update <p>Women: 6, ≥18 years of age</p> <p>Men: 4, ≥18 years of age</p> <p>Location: All 10 were from urban areas</p> <p>No info on PWD⁷⁴</p> | <p>Men: 0, ≥18 years of age</p> <p>Location: All 11 were from urban areas</p> <p>No info on PWD</p> <ul style="list-style-type: none"> • WMC Programme Board & Reference Group update <p>Women: 6, ≥18 years of age</p> <p>Men: 4, ≥18 years of age</p> <p>Location: All 10 were from urban areas</p> <p>No info on PWD⁷⁵</p> | | |

⁷² PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 19-20.

⁷⁴ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 23-24.

⁷⁵ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 21-22.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|---|--|-----------------------------------|--|---------------|------------------------------|--|---|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | | No info on PWD ⁷³ | | | |
| | Participant satisfaction with activities | | | | | | | |
| | Evidence of strategies to promote women's participation at all levels of government (MTDP III 3.5 Sector Strategy 5) ⁷⁷ | | | | | | | |
| Outcome 2: A cadre of interested, diverse and capable women political leaders is formed at sub-national levels | | | | | | | | |
| 2.1. Action research undertaken tracks progress women over time in the target provinces | Types and number of activities delivered, including coordination activities (PW) | Project reports PacWIP website | <ul style="list-style-type: none"> Partially conducted 4 mentoring workshop for women interested to join parties (10% completion).⁷⁸ | | | <ul style="list-style-type: none"> Conducted 8 studies to address data gaps that would document the progress of women in leadership at the sub-national level.⁷⁹ | | |
| | | | <ul style="list-style-type: none"> Research commissioned, undertaken, published and updated (in progress) Participatory planning at provincial level (in progress) Profiles collected and added to PacWIP website (UNDP)⁸⁰ | | | <ul style="list-style-type: none"> Participatory planning at provincial level to determine their action plans for Women in Leadership for programme inception activity⁸¹ | <ul style="list-style-type: none"> 2 pieces of research completed by consultant⁸⁴ 4 mentoring workshops for women interested to join parties | <ul style="list-style-type: none"> Research commissioned, undertaken, published and updated⁸⁹ Profiles collected and added to |

⁷³ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 21-22.

⁷⁷ Women in Political Participation and Leadership Action Research, Women Make the Change Project (2021-2022), Draft Executive Summary 2022, pages 1-2 – “The lack of data base available on the actual number of women appointed and elected as representatives at the LLG, ward, provincial assemblies and district councils is one of the reasons, support towards women leaders at the sub-national level has been done in ad-hoc basis.”

⁷⁸ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 3.

⁷⁹ United Nations Development Programme Executive Summary – Women in Political Participation and Leadership Action Research, Women Make the Change Project (2021-2022), pages 2-3.

⁸⁰ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, page 4.

⁸¹ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 5.

⁸⁴ United Nations Development Programme, January 2022 – June 2022 Quarterly Progress Report FINAL, Women Make the Change project, pages 2-4.

⁸⁹ United Nations Development Programme, June 2022 - December 2022 Quarterly Progress Report ('+GJ' version), Women Make the Change project, page 3.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|--|--------------|--|---------------|-----------|--|---|---|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | | | <ul style="list-style-type: none"> Profiles collected and added to PacWIP website (UNDP)⁸² Action research – Recruited consultant (anticipated start date of Q1 2022)⁸³ | <ul style="list-style-type: none"> conducted (21% completion)⁸⁵ Profiles collected and added to PacWIP website (UNDP)⁸⁶ Recruited IC to roll out action research during the National WIL Forum (21% completion)⁸⁷ Action research⁸⁸ | <ul style="list-style-type: none"> PacWIP website (UNDP)⁹⁰ Recruited IC to roll out action research during the National WIL Forum (85% completion)⁹¹ Action research (anticipated completion date of Q1 2023)⁹² |
| | Number of women supported to take on leadership roles at the local, district, provincial and national level (PW; MTDP III 3.5.2) | | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Partially conducted 4 mentoring workshop for women interested to join parties. | | | <ul style="list-style-type: none"> Participants of the 8 studies conducted: Women: 278, ≥18 years of age Men: 14, ≥18 years of age No info on location No info on PWD⁹³ | | |
| | | | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Participatory planning at provincial level. <p>Research commissioned, undertaken, published and updated:</p> <p>Women: 77, ≥18 years of age</p> | | | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Participatory planning at provincial level to determine their action plans for | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> 2 pieces of research completed by consultant | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Research commissioned, undertaken, |

⁸² United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 5.

⁸³ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 17.

⁸⁵ United Nations Development Programme, January 2022 – June 2022 Quarterly Progress Report FINAL, Women Make the Change project, pages 2-3.

⁸⁶ United Nations Development Programme, January 2022 – June 2022 Quarterly Progress Report FINAL, Women Make the Change project, page 4.

⁸⁷ United Nations Development Programme, January 2022 – June 2022 Quarterly Progress Report FINAL, Women Make the Change project, pages 2-3.

⁸⁸ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 14.

⁹⁰ United Nations Development Programme, June 2022 - December 2022 Quarterly Progress Report ('+GJ' version), Women Make the Change project, page 4.

⁹¹ United Nations Development Programme, June 2022 - December 2022 Quarterly Progress Report ('+GJ' version), Women Make the Change project, page 3.

⁹² PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 13.

⁹³ United Nations Development Programme Executive Summary – Women in Political Participation and Leadership Action Research, Women Make the Change Project (2021-2022), page 3.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|---|--|-----------------|--|--|-----------|--|---|---|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | <p>Men: 0, ≥18 years of age No info on location No info on PWD</p> <p>Profiles collected and added to PacWIP website (UNDP)</p> <p>Women: 10, ≥18 years of age</p> <p>Men: 0, ≥18 years of age</p> <p>Location: All 10 were from urban areas No info on PWD⁹⁴</p> | | | <p>Women in Leadership for programme inception activity</p> <ul style="list-style-type: none"> Profiles collected and added to PacWIP website (UNDP) Action research – Recruited consultant⁹⁵ | <ul style="list-style-type: none"> 4 mentoring workshops for women interested to join parties conducted Profiles collected and added to PacWIP website (UNDP) Recruited IC to roll out action research. Action research: Women: 34, ≥18 years of age Men: 0, ≥18 years of age Location: All 34 from urban areas No info on PWD⁹⁶ | <p>published and updated</p> <ul style="list-style-type: none"> Profiles collected and added to PacWIP website (UNDP) Recruited IC to roll out action research during the National WIL Forum Action research.⁹⁷ |
| | Evidence of strategies to promote women's participation at all levels of government (MTDP III 3.5 Sector Strategy 5) | | | | | | | |
| 2.2. Bougainville Government partners supported to deliver support to women at sub-national level | Types and number of activities delivered, including coordination activities (PW) | Project reports | | <ul style="list-style-type: none"> Training of trainers manual (anticipated completion date of February 2021) | | <ul style="list-style-type: none"> Political Leadership Academy (PLAW) (anticipated completion date of December 2022)⁹⁹ | <ul style="list-style-type: none"> PLAW (anticipated completion date of December 2022) | <ul style="list-style-type: none"> PLAW (anticipated completion at end of programme)¹⁰¹ |

⁹⁴ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, page 7.

⁹⁵ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 23.

⁹⁶ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 21.

⁹⁷ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

⁹⁹ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 17.

¹⁰¹ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 14.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|--|--------------|---|---|-----------|---|--|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | <ul style="list-style-type: none"> Pilot training of trainers workshop⁹⁸ | | | <ul style="list-style-type: none"> Practice Parliament¹⁰⁰ | |
| | Total number of people reached (disaggregated by sex, age, disability and location) (PW) | | | <ul style="list-style-type: none"> Training of trainers manual: Women: 99, ≥18 years of age Men: 10, ≥18 years of age No info on location No info on PWD Pilot training of trainers workshop: Women: 17, ≥18 years of age Men: 4, ≥18 years of age Location: 17 from urban areas; 4 were from rural, remote, maritime areas No info on PWD¹⁰² | | <ul style="list-style-type: none"> PLAW: Women: 33, ≥18 years of age Men: 3, ≥18 years of age Location: 11 from urban areas; 25 were from rural, remote, maritime areas No info on PWD¹⁰³ | <ul style="list-style-type: none"> PLAW: Women: 39, ≥18 years of age Men: 0, ≥18 years of age Location: 2 from urban areas; 37 were from rural, remote, maritime areas No info on PWD Practice Parliament Women: 60, ≥18 years of age Men: 0, ≥18 years of age No info on location No info on PWD¹⁰⁴ | <ul style="list-style-type: none"> PLAW: Women: 39, ≥18 years of age Men: 0, ≥18 years of age Location: 6 from urban areas; 33 were from rural, remote, maritime areas No info on PWD¹⁰⁵ |
| | Number of women supported/trained to take on leadership roles at the local, district, provincial and national level (PW; MTDP III 3.5.2) | | | | | | | |
| | Evidence of strategies to promote women's | | | | | | | |

⁹⁸ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 10.

¹⁰⁰ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 14-15.

¹⁰² PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 20.

¹⁰³ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 23.

¹⁰⁴ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 21.

¹⁰⁵ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|---|--|-----------------|---|---|---|--|--|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | participation at all levels of government (MTDP III 3.5 Sector Strategy 5) | | | | | | | |
| | Number of women represented in decision making roles ¹⁰⁶ (Government of Papua New Guinea MTDPIII 3.5.2) | | | | | | | |
| | Evidence of gender responsive laws and policies (PW) | | | | | | | |
| 2.3. Capacity building conducted for women representatives in Bougainville Community Government | Types and number of activities delivered (PW) | Project reports | | <ul style="list-style-type: none"> MOU with ABG Department of Community Government (anticipated completion date of Q1 of 2021)¹⁰⁷ | <ul style="list-style-type: none"> MOU with ABG Department of Community Government (signed on 25 March 2021) Capacity-Development Plan for ABG Community Government Chairs and Deputy Chairs Training of Community Government Ward representatives¹⁰⁸ | <ul style="list-style-type: none"> Capacity-Development Plan for Community Government Chairs and Deputy Chairs (training materials will be finalised in Q1 of 2022 and training will commence in Q3 2022) Training of Community Government Ward representative¹⁰⁹ | <ul style="list-style-type: none"> Capacity-Development Plan for Community Government Chairs and Deputy Chairs (further training will commence in Q3 of 2022)¹¹⁰ | <ul style="list-style-type: none"> Training of ABG Community Government representatives¹¹¹ |
| | Total number of people reached (disaggregated by | | | No information on the total number of people | <ul style="list-style-type: none"> MOU with ABG Department of | No information on the total number of people | <ul style="list-style-type: none"> Capacity-Development Plan | <ul style="list-style-type: none"> Training of ABG Community |

¹⁰⁶ PNG National Public Service Gender Equity and Social Inclusion Policy 2012, page 48.

¹⁰⁷ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 10.

¹⁰⁸ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 7-8.

¹⁰⁹ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 17.

¹¹⁰ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 15.

¹¹¹ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 14.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|---|--------------|---|---|--|---|--|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | sex, age, disability and location) (PW) | | | reached for the following: <ul style="list-style-type: none"> MOU with ABG Department of Community Government.¹¹² | Community Government: Women: 0, ≥18 years of age Men: 3, ≥18 years of age Location: All 3 were from urban areas No info on PWD <ul style="list-style-type: none"> Capacity-Development Plan for ABG Community Government Chairs and Deputy Chairs: Women: 3, ≥18 years of age Men: 5, ≥18 years of age Location: All 8 were from urban areas No info on PWD Training of Community Government Ward representatives: Women: 226, ≥18 years of age Men: 285, ≥18 years of age Location: All 511 were from rural, remote, maritime areas | reached for the following: <ul style="list-style-type: none"> Capacity-Development Plan for Community Government Chairs and Deputy Chairs. Training of Community Government Ward representative: Women: 533, ≥18 years of age Men: 871, ≥18 years of age Location: All 1,025 were from rural, remote, maritime areas No info on PWD¹¹⁴ | for Community Government Chairs and Deputy Chairs: Women: 47, ≥18 years of age Men: 47, ≥18 years of age Location: All 1,025 were from rural, remote, maritime areas No info on PWD ¹¹⁵ | Government representatives: Women: 53, ≥18 years of age Men: 93, ≥18 years of age Location: 9 from urban areas; 137 from rural, remote, maritime areas No info on PWD ¹¹⁶ |

¹¹² PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 20.

¹¹⁴ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 23.

¹¹⁵ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 22.

¹¹⁶ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|---|---|-----------------|--|--|---|---|--|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | | No info on PWD ¹¹³ | | | |
| | Participant satisfaction with activities (PW) | | | | | | | |
| | Number of women have had formal opportunities to share ideas and learn from each other (PW) | | | | | | | |
| | Number of women represented in decision making roles ¹¹⁷ (Government of Papua New Guinea MTDPIII 3.5.2) | | | | | | | |
| | Number of women supported/trained to take on leadership roles at the local, district, provincial and national level (PW; MTDPIII 3.5.2) | | | | | | | |
| 2.4 Leadership capacity building for young women piloted in cooperation with Government, | Types and number of activities delivered (PW) | Project reports | <ul style="list-style-type: none"> Provincial consultations and plans completed for 10 target provinces¹¹⁸ Vetted roster of experts for efficient | <ul style="list-style-type: none"> Conducted the first learning session of an 8-week course on gender mainstreaming in the COVID response | <ul style="list-style-type: none"> Launched a Call for Proposals for the Young Women in Leadership Initiative, and 2 webinars were | <ul style="list-style-type: none"> Young women's leadership¹²⁹ | <ul style="list-style-type: none"> Young Women's Leadership (anticipated completion date of Q4 2022)¹³⁰ | <ul style="list-style-type: none"> BWF Young Women's Leadership Programme (anticipated completion date of Q2 2022)¹³¹ |

¹¹³ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 21.

¹¹⁷ PNG National Public Service Gender Equity and Social Inclusion Policy 2012, page 48.

¹¹⁸ PNGAus Partnership, January 2020 – June 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 3.

¹²⁹ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 18.

¹³⁰ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 15.

¹³¹ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 14.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|---|------------|--------------|--|--|--|---------------|-----------|---------------|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| development partners and local women's NGOs | | | <p>WMC programme delivery¹¹⁹</p> <ul style="list-style-type: none"> Worked with the Office of Bougainville Electoral Commission, the Bougainville Women's Federation, and the Department for Local and Community Government and Bougainville Healthy Community Programme Conducted a focus group discussion (FGD) to identify gaps in women's political leadership to inform planning A Reference Group was established by UN Women and OBEC developed the content of a 10-part radio series on women's political participation and leadership (to air in Q3 2020) | <ul style="list-style-type: none"> Contracted Dame Carol Kidu to develop a training curriculum, in partnership with the DfCDR A Call for Expressions of Interest was advertised online Held the first pilot TOT Presentations were livestreamed¹²³ Developed draft MOU for a partnership with the ABG Department of Community Government¹²⁴ Held 2 information-sharing workshops¹²⁵ MOU with PILAG signed on 17 August 2020 to establish a PLAW, and was announced on a NBC Radio Talkback Show PILAG conducted a review of the curriculum for the PLAW Advertised the Call for Applications for | <p>held for interested applicants</p> <ul style="list-style-type: none"> Young women's leadership¹²⁷ Supported BWF to develop a proposal to receive funding from UN Women¹²⁸ | | | |

¹¹⁹ PNGAus Partnership, January 2020 – June 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 3.

¹²³ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹²⁴ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹²⁵ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹²⁷ Unclear what activity this consisted of, however information on the total number of people reached was provided.

¹²⁸ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 8.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|------------|--------------|--|---|-----------|---------------|-----------|---------------|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | <ul style="list-style-type: none"> • A 2-day workshop on 'Women in Political Leadership'¹²⁰ • Capacity building activity – 21 out of the 44 women candidates who had nominated in this year's ABG election were trained on political leadership and campaign strategies¹²¹ • Finalized Modules 1 and 2 of the training manual for women in subnational political positions • Developed draft accompanying presentation decks and the participant workbook for Modules 1 and 2 • Developed a discussion paper outlining the implementation strategy for this training, a political leadership academy for women. • Liaised with the Vice Chancellor of the University of PNG to develop a partnership for the establishment | <p>the first cohort of PLAW participants</p> <ul style="list-style-type: none"> • Mentorship Component of PLAW – UN Women consultant hired to develop training materials, a mentorship framework and outline and identified possible mentors. A mentor recruitment process was developed in partnership with PILAG. • Launched PNG's first PLAW was launched with PILAG, including the first training for women leaders at PILAG's PLAW¹²⁶ | | | | |

¹²⁰ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹²¹ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹²⁶ UN Women Papua New Guinea 2021 Quarterly Activity Reporting, Impact Area 1

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | | |
|--------------------|---|--------------|---|---------------|-----------|---|-----------|---------------|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 | |
| | | | <ul style="list-style-type: none"> of the Political Leadership Academy Developed MOU with PILAG UN Women consultant hired to develop training materials for subnational women political leaders completed her work on Modules 3 and 4 of the training materials Following discussions with UN Women, the DfCDR engaged with PILAG to develop a separate MOU to support Outputs 1 and 4 of the WMC programme¹²² | | | | | | |
| | Number of women supported/trained to take on leadership roles at the local, district, provincial and national level (PW; MTDPIII 3.5.2) | | <ul style="list-style-type: none"> Provincial consultations and plans completed for 10 target provinces: Women: 673, ≥18 years of age Men: 0, ≥18 years of age Location: 392 from urban areas; 281 from rural, remote, maritime areas No info on PWD¹³² | | | <ul style="list-style-type: none"> Supported BWF to develop a proposal to receive funding from UN Women: Women: 3, ≥18 years of age Men: 0, ≥18 years of age No info on location No info on PWD¹³³ | | | |

¹²² UN Women Papua New Guinea 2021 Quarterly Activity Reporting, Impact Area 1

¹³² PNGAus Partnership, January 2020 – June 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 7.

¹³³ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 8.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|--|--------------|---|---|--|--|--|---|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | Total number of people reached (disaggregated by sex, age, disability and location) (PW) | | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Work with the Office of Bougainville Electoral Commission, the Bougainville Women's Federation, and the Department for Local and Community Government and Bougainville Healthy Community Programme A Reference Group was established by UN Women and OBEC developed the content of a 10-part radio series Capacity building activity Finalized Modules 1 and 2 of a training manual Developed draft accompanying presentation decks and the participant workbook | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Conducted first learning session of an 8-week course on gender mainstreaming in the COVID response Contracted Dame Carol Kidu to develop a training curriculum, in partnership with the DfCDR A Call for Expressions of Interest was advertised online Presentations were livestreamed Developed draft MOU for a partnership with the ABG Department of Community Government MOU with PILAG signed to establish a PLAW, and announced on a NBC Radio Talkback Show PILAG conducted a review of the | <ul style="list-style-type: none"> Young women's leadership webinars for interested applicants: Women: 16, ≥18 years of age Men: 4, ≥18 years of age Location: Represented approximately 12 organisations from Australia and 6 provinces in PNG (NCD, Central, East Sepik, Southern Highlands, Eastern Highlands and Morobe) No info on PWD¹³⁹ Young women's leadership: Women: 22, ≥18 years of age Men: 4, ≥18 years of age Location: 19 from urban areas; remaining 7 were not known/ described No info on PWD¹⁴⁰ | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Young women's leadership.¹⁴¹ | <ul style="list-style-type: none"> Young women's leadership: Women: 243, ≥18 years of age Men: 22, ≥18 years of age Location: All 265 were from rural, remote and maritime areas No info on PWD¹⁴² | <ul style="list-style-type: none"> BWF Young Women's Leadership Programme: Girls: 21, ≤17 years of age Women: 137, ≥18 years of age Men: 0, ≥18 years of age Location: 155 from rural, remote and maritime areas; remaining 3 were not known/described No info on PWD¹⁴³ |

¹³⁹ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 8.

¹⁴⁰ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 21.

¹⁴¹ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 23.

¹⁴² PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 22.

¹⁴³ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|------------|--------------|--|---|-----------|---------------|-----------|---------------|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | <ul style="list-style-type: none"> Developed a discussion paper Liaised with the Vice Chancellor of the University of PNG Developed MOU with PILAG UN Women consultant hired DfCDR engaged with PILAG. Workshop on 'Women in Political Leadership': Women: 93, ≥18 years of age Men: 18, ≥18 years of age PWD: 1 woman No info on location FGD: Women: 50, ≥18 years of age Men: 15, ≥18 years of age No info on location No info on PWD¹³⁴ Vetted roster of experts for programme delivery: Women: 0, ≥18 years of age | <ul style="list-style-type: none"> curriculum for the PLAW Advertised the Call for Applications for the first cohort of PLAW participants Mentorship Component of PLAW. 2 information sharing workshops: Women: 35, ≥18 years of age Men: 0, ≥18 years of age Location: From around PNG No info on PWD¹³⁶ The first pilot TOT: Women: 17, ≥18 years of age Men: 4, ≥18 years of age No info on location No info on PWD¹³⁷ The first cohort of women who participated in PILAG's PLAW: Women: 19, ≥18 years of age Men: 0, ≥18 years of age Location: From 11 different provinces, | | | | |

¹³⁴ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹³⁶ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹³⁷ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | | |
|---|--|-----------------------------------|--|--|--|--|---|--|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 | |
| | | | Men: 85, ≥18 years of age Location: All 85 were from rural, remote, maritime areas No info on PWD ¹³⁵ | including: Western (1), Central (4), Eastern Highlands (2), Oro (2), Morobe (1), Madang (1), Southern Highlands (1), New Ireland (2), East Sepik (1), Simbu (3), and Enga (1) No info on PWD ¹³⁸ | | | | | |
| | Participant satisfaction with activities | | | | | | | | |
| | Evidence of strategies to promote women's participation at all levels of government (MTDP III 3.5) | | | | | | | | |
| Outcome 3: Women are perceived as equally legitimate and effective political leaders as men | | | | | | | | | |
| 3.1 Training provided to media on women's leadership, including any legal changes to support women in Parliament and gender equality in Parliament | Types and number of activities delivered (PW) | Activity reports Media reports | | <ul style="list-style-type: none"> Capacity building – Hosted workshop for women leaders from 10 WMC priority provinces¹⁴⁴ | <ul style="list-style-type: none"> 2 regional advocacy and coalition building workshops to support women's groups on TSM advocacy Supported women leading COVID awareness (i.e., IEC materials, reusable | <ul style="list-style-type: none"> Women's groups supported on TSM advocacy – Approximately 40 different networks and women's groups were supported in total (anticipated | <ul style="list-style-type: none"> 2 regional advocacy and coalition building workshops to support women's groups on TSM advocacy (anticipated completion date of December 2022)¹⁴⁷ | <ul style="list-style-type: none"> 1 male advocacy workshop in support of gender equality¹⁴⁸ | |

¹³⁵ PNGAus Partnership, January 2020 – June 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 6.

¹³⁸ UN Women Papua New Guinea 2021 Quarterly Activity Reporting, Impact Area 1

¹⁴⁴ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹⁴⁷ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 15.

¹⁴⁸ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 14.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|--|--------------|---|--|--|--|---|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | | marks distributed and 2 trainings) ¹⁴⁵ | completion date of December 2022) ¹⁴⁶ | | |
| | Total number of people reached (disaggregated by sex, age, disability and location) (PW) | | | <ul style="list-style-type: none"> Workshop for women leaders: Women: 28, ≥18 years of age Men: 0, ≥18 years of age No info on location No info on PWD¹⁴⁹ | <ul style="list-style-type: none"> Women's groups supported on TSM advocacy: Women: 112, ≥18 years of age Men: 23, ≥18 years of age No info on location No info on PWD¹⁵⁰ Women leading COVID awareness: Women: 12, ≥18 years of age Men: 1, ≥18 years of age Location: All 13 were from rural, remote, maritime areas No info on PWD¹⁵¹ | <ul style="list-style-type: none"> Women's groups supported on TSM advocacy: Women: 120, ≥18 years of age Men: 23, ≥18 years of age No info on location No info on PWD¹⁵² | <ul style="list-style-type: none"> Women's groups supported on TSM advocacy: Women: 75, ≥18 years of age Men: 10, ≥18 years of age Location: 14 from urban areas; 71 from rural, remote, maritime areas No info on PWD¹⁵³ | <ul style="list-style-type: none"> Male advocacy in support of gender equality Men: 70, ≥18 years of age Women: 0, ≥18 years of age Location: All 70 were from rural, remote, maritime areas No info on PWD¹⁵⁴ |
| | Number of media campaigns/advocacy on the legitimacy of women as leaders | | | | | | | |

¹⁴⁵ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 8-10.

¹⁴⁶ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 18.

¹⁴⁹ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹⁵⁰ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 8-10.

¹⁵¹ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 21.

¹⁵² PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 23.

¹⁵³ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 22.

¹⁵⁴ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--|---|-----------------------------------|---|--|---|---|--|---|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| 3.2. Campaign developed and implemented on the value of women's leadership to PNG governance and development | Number of media campaigns/advocacy on the legitimacy of women as leaders (PW) | Activity reports Media reports | <ul style="list-style-type: none"> Identified several campaign strategies in the 2020 annual work plan for immediate implementation both at the national and provincial level Developed a 10-part radio program on the value of women in leadership (to air on NBC Bougainville 95.5FM in July and August 2020)¹⁵⁵ | <ul style="list-style-type: none"> Radio series on women's political participation and leadership¹⁵⁶ Launched an essay competition Supported a radio series reference group including members of government, media and civil society to oversee and develop the content for radio series¹⁵⁷ Published a COVID-19 gender alert on women's political participation and leadership in the COVID-19 response that contributes to UN Women's global work in this area Developed a draft template to profile women leaders at the sub-national level and in leadership positions in different sectors of society Worked the Department for | <ul style="list-style-type: none"> Held first meeting of the Communication Campaign Working Group Launched the 'Women in Leadership Series' – 30 women leaders' profiles were published¹⁵⁹ | <ul style="list-style-type: none"> Held 2 Communications Campaign Working Group meetings (anticipated completion date of Q2 2022) Women in leadership series – a total of 30 profiles of women leaders from across 10 different provinces were featured¹⁶⁰ | <ul style="list-style-type: none"> Communications campaign / national outreach – Produced 13 digital stories showing the different roles played by women and male leaders to promoting women's leadership roles, in partnership with the QUT. Conducted 2 community dialogues (anticipated completion date of Q4 2022) Held Community Dialogue Facilitator's Workshop Held 3 community dialogues (anticipated completion date of Q4 2022) Communications Campaign Working Group meeting to share updates on the progress of the campaign/National Outreach and | <ul style="list-style-type: none"> Conducted 50 community dialogues Held 1 Community Dialogue Reflection Workshop, in partnership with QUT National dissemination of 13 stories (anticipated completion date of Q2 2023)¹⁶² |

¹⁵⁵ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹⁵⁶ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 11.

¹⁵⁷ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹⁵⁹ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 10-11.

¹⁶⁰ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 18.

¹⁶² PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 14-15.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | | |
|--------------------|------------|--------------|---|---|-----------|---------------|-----------|---|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 | |
| | | | | <p>Community Development to develop a coordinated approach and communications campaign to profile women leaders in Papua New Guinea</p> <ul style="list-style-type: none"> • Interviewed women leaders at the district and local level during a mission to Tari, Hela Province and Mendi, Southern Highlands Province • Supported the 2 elected women leaders of the Motu Koita Assembly to conduct awareness and advocacy against Gender-Based Violence through radio talkback show program on FM100 radio station • Collected 57 profiles of women leaders from 14 out of 22 provinces • Interviewed and collected profiles of women leaders, including the post-elections reflections workshop in the Autonomous Region of Bougainville, the National Gender | | | | further discussed opportunities for collaboration (anticipated completion date of Q4 2022) ¹⁶¹ | |

¹⁶¹ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 15-16.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|--|--------------|--|--|---|---|---|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | Based Violence Summit in NCD, and the WMC reference group meetings ¹⁵⁸ | | | | |
| | Total number of people reached (disaggregated by sex, age, disability and location) (PW) | | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Identified several campaign strategies for immediate implementation Developed a 10-part radio program on the value of women in leadership. | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Launched an essay competition Supported a radio series reference group including members of government, media and civil society to oversee and develop the content for radio series¹⁶³ Published a COVID-19 gender alert on women's political participation and leadership in the COVID-19 response that contributes to UN Women's global work in this area Developed a draft template to profile women leaders at the sub-national level and in leadership | <ul style="list-style-type: none"> Communication Campaign Working Group: Women: 13, ≥18 years of age Men: 4, ≥18 years of age Location: All 17 were from urban areas No info on PWD Women in leadership series: Women: 30, ≥18 years of age Men: 0, ≥18 years of age Location: 4 from urban areas; 26 from rural, remote, maritime areas No info on PWD¹⁶⁶ | <ul style="list-style-type: none"> Communications Campaign Working Group: Women: 8, ≥18 years of age Men: 3, ≥18 years of age Location: All 11 were from urban areas No info on PWD Women in leadership series: Women: 30, ≥18 years of age Men: 0, ≥18 years of age Location: 2 from urban areas; 28 from rural, remote, maritime areas No info on PWD¹⁶⁷ | <ul style="list-style-type: none"> Communications campaign / national outreach: Women: 33, ≥18 years of age Men: 27, ≥18 years of age Location: 35 from urban areas; 25 from rural, remote, maritime areas No info on PWD Community Dialogue Facilitator's Workshop: Women: 11, ≥18 years of age Men: 6, ≥18 years of age Location: 3 from urban areas; 14 from rural, remote, maritime areas No info on PWD Community dialogues: | <ul style="list-style-type: none"> Community dialogues: Total of 1,631 people No info on sex, age, location, disability provided Community Dialogue Facilitator's Workshop: Women: 15, ≥18 years of age Men: 6, ≥18 years of age Location: 5 from urban areas; 16 from rural, remote, maritime areas No info on PWD National dissemination of stories: Total of 89,071 people. No info on sex, age, location, disability provided¹⁶⁹ |

¹⁵⁸ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹⁶³ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹⁶⁶ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 21.

¹⁶⁷ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 24.

¹⁶⁹ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|------------|--------------|---|---|-----------|---------------|--|---------------|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | positions in different sectors of society <ul style="list-style-type: none"> Worked the Department for Community Development to develop a coordinated approach and communications campaign to profile women leaders in Papua New Guinea Supported the 2 elected women leaders of the Motu Koita Assembly to conduct awareness and advocacy against Gender-Based Violence through radio talkback show program on FM100 radio station. Radio series on women's political participation and leadership: Women: 12, ≥18 years of age Men: 6, ≥18 years of age Location: All 18 were from rural, remote, maritime areas No info on PWD¹⁶⁴ | | | Women: 30, ≥18 years of age Men: 63, ≥18 years of age Location: All 93 were from urban areas No info on PWD <ul style="list-style-type: none"> Communications campaign working group: Women: 9, ≥18 years of age Men: 2, ≥18 years of age Location: All 11 were from urban areas No info on PWD¹⁶⁸ | |

¹⁶⁴ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 20.

¹⁶⁸ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 22.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--|--|-----------------------------------|---|---|---|---|---|---------------|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | <ul style="list-style-type: none"> • Interviewed women leaders at the district and local level: Women: 32, ≥18 years of age Men: 0, ≥18 years of age No info on location No info on PWD¹⁶⁵ | | | | |
| | Number of men in sub national structures trained in making space and supporting women's leadership | | | | | | | |
| | Number of media campaigns/advocacy on the legitimacy of women as leaders | | | | | | | |
| 3.3. Documentaries and communications materials developed to promote success stories around women's leadership | Types and number of activities delivered (PW) | Activity reports Media reports | <ul style="list-style-type: none"> • Collected 57 women leader profiles • Baseline - Analysis and report on Baseline findings expected to be completed in February 2021¹⁷⁰ • Conducted a video documentary on the awareness programme by the Registry of Political Parties in Milne Bay (anticipated) | <ul style="list-style-type: none"> • Developed knowledge products (i.e., <i>Advocacy Toolkit and 2 2-pager TSM</i>) • Purchased programme branded materials (i.e., t-shirts and tote bags) to support programme visibility, follow COVID-19 safety guidelines and to provide women leaders with | <ul style="list-style-type: none"> • Developed knowledge products (i.e., additional advocacy toolkits and 2-pagers on TSMs) • Purchased programme branded materials (i.e., an additional 93 WMC reusable masks, 479 WMC t-shirts and 272 WMC tote bags) | <ul style="list-style-type: none"> • Created 13 digital stories • Knowledge products – Booklet produced to visually summarise presentations from the 3 Community of Practice learnings series held in 2021 • Programme branded materials – a total of 858 IEC materials were printed and | <ul style="list-style-type: none"> • Knowledge products (i.e., 3-page brief on gender-responsive election observation) • Programme branded materials – a total of 344 programme branded materials were distributed via the male advocacy workshops, 16 days | |

¹⁶⁵ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹⁷⁰ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 12.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|--|--------------|---|--|--|--|--|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | completion in 2021) ¹⁷¹ | <ul style="list-style-type: none"> materials to support their advocacy efforts • Essay competition on gender equality and women's leadership • Radio talk back show – Reflections on Southern regional advocacy workshop • Published 4 Facebook posts on Southern and Highlands advocacy workshops¹⁷² | <ul style="list-style-type: none"> • Appeared on radio talk back shows with PILAG to discuss the signing of the joint MOU and the Political Leadership Academy for Women (anticipated completion date of December 2022) • Published 4 Facebook posts on Momase and NGI advocacy workshops (anticipated completion date of December 2022)¹⁷³ | distributed; an additional 90 t-shirts and 90 tote bags were distributed <ul style="list-style-type: none"> • Uploaded 101 women candidates' profiles onto PacWIP website¹⁷⁴ | of activism and PLAW <ul style="list-style-type: none"> • Uploaded 2 female MPs' profiles and the outcome statement from the gender diagnostic workshop onto PacWIP website¹⁷⁵ |
| | Total number of people reached (disaggregated by sex, age, disability and location) (PW) | | | No information on the total number of people reached for the following: <ul style="list-style-type: none"> • Video documentary. • Collection of women leader profiles: Women: 57, ≥18 years of age Men: 0, ≥18 years of age | No information on the total number of people reached for the following: <ul style="list-style-type: none"> • Knowledge products • Programme branded materials • Facebook posts on Southern and Highlands advocacy workshops. | No information on the total number of people reached for the following: <ul style="list-style-type: none"> • Knowledge products • Programme branded materials. • Radio talk back shows: Women: 2, ≥18 years of age | No information on the total number of people reached for the following: <ul style="list-style-type: none"> • Programme branded materials. • Digital storytelling campaign content creation: Women: 9, ≥18 years of age | No information on the total number of people reached for the following: <ul style="list-style-type: none"> • Knowledge products • Programme branded materials • PacWIP website.¹⁸¹ |

¹⁷¹ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

¹⁷² PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 11-13.

¹⁷³ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 18-19.

¹⁷⁴ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 16-17.

¹⁷⁵ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 15.

¹⁸¹ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 19-20.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--|------------|--------------|---|--|---|---|---|--------------------|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | | <p>Location: All 57 were from rural, remote, maritime areas No info on PWD</p> <ul style="list-style-type: none"> • Baseline: Women: 210, ≥18 years of age Men: 101, ≥18 years of age Location: All 311 were from rural, remote, maritime areas No info on PWD¹⁷⁶ | <ul style="list-style-type: none"> • Essay competition on gender equality and women's leadership Girls: 1, ≤17 years of age Women: 1, ≥18 years of age Men: 2, ≥18 years of age No info on location No info on PWD • Radio talk back show – Reflections on Southern regional advocacy workshop: Women: 2, ≥18 years of age Men: 3, ≥18 years of age No info on location No info on PWD¹⁷⁷ | <p>Men: 2, ≥18 years of age Location: All 4 were from urban areas No info on PWD</p> <ul style="list-style-type: none"> • Facebook posts on Momase and NGI advocacy workshops^{178:} Total of 61,276 people. No info on sex, age, location, disability provided¹⁷⁹ | <p>Men: 4, ≥18 years of age Location: 4 from urban areas; 9 from rural, remote, maritime areas No info on PWD</p> <ul style="list-style-type: none"> • Knowledge products: Women: 35, ≥18 years of age Men: 8, ≥18 years of age Location: All 43 were from urban areas No info on PWD • PacWIP website: Women: 103, ≥18 years of age Men: 0, ≥18 years of age Location: 19 from urban areas; 84 from rural, remote, maritime areas No info on PWD¹⁸⁰ | |
| Outcome 4: Women are promoted as leaders in gender sensitive political institutions | | | | | | | | |
| | | | Output 4.1: | | | Output 4.1: | Output 4.1: | Output 4.1: |

¹⁷⁶ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 20.

¹⁷⁷ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 21-22.

¹⁷⁸ With reference to all social media content and engagement related to WMC on UN Women Facebook page.

¹⁷⁹ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 24.

¹⁸⁰ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 22.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | | | | | | | |
|--|---|-----------------------------------|---|--|---|---|-----------|---------------|--|--|--|--|--|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 | | | | | | |
| <p>4.1. Political parties and IPPCC supported to build commitment of political parties to gender equality and women's leadership</p> <p>4.2. National Parliament supported to promote women's leadership and gender equality</p> | Types and number of activities delivered (PW) | Activity reports IPPCC reports | <ul style="list-style-type: none"> Updated database for IPPCC to register women intending to contest the 2022 National elections and to be involved or supported by a political party – a total 88 women are registered to date¹⁸² Supported capacity building for Political Parties on Women in Leadership and gender equality issues (i.e. work with IPPCC for 4 regional meetings)¹⁸³ 4 meetings to prepare for the Hearing of the Special Parliamentary Committee on GBV.¹⁸⁴ <p>Output 4.2:</p> <ul style="list-style-type: none"> Supported Special Parliamentary Committee on Gender-based Violence; first ever Public Hearing was held, which included questions on TSM¹⁸⁵ Supported the Coalition of Parliamentarians to End GBV and the Special Parliamentary Committee on GBV (i.e., technical advice and materials on TSM through 2 Coalition Meetings, a Committee meeting, and a briefing for Committee MPs prior to the May 2021 public hearings)¹⁸⁶ | | | <ul style="list-style-type: none"> Supported IPPCC to host the first ever Women in Politics Forum (to be held in January 2022)¹⁸⁷ Women's Mentoring and Awareness on Political Parties Workshops (i.e., supported IPPCC to hold 4 regional meetings for intending women candidates – anticipated completion date of Q1 2022) IPPCC database on women interested in contesting 2022 election – 84 women have registered at the time of this report (7 more since June 2020). Anticipated | | | <ul style="list-style-type: none"> Women's Mentoring and Awareness on Political Parties workshops – Held the first national political party forum¹⁹³ <p>Output 4.2:</p> <ul style="list-style-type: none"> Supported IPPCC, DfCDR and National Parliamentary Services deliver the Practice Parliament¹⁹⁴ Support to Coalition of Parliamentarians to End GBV and 4 meetings of the Special Parliamentary Committee on GBV with agenda on women's political participation with their members of parliament; | | | <ul style="list-style-type: none"> IPPCC database on women interested in contesting 2022 election – No change since December 2021; 84 women have registered. Gender Diagnostic Workshop¹⁹⁶ <p>Output 4.2:</p> <ul style="list-style-type: none"> Supported and assisted with the formation of the | | |
| | | | IPPCC database to register women intending to contest the 2022 National elections and to be involved or supported by a political party – 77 women have registered at the time of this report | <p>Output 4.1:</p> <ul style="list-style-type: none"> Supported IPPCC Women's Mentoring and awareness workshops.²⁰² <p>Output 4.2:</p> <ul style="list-style-type: none"> Held partnership coordination meetings with strategic partners to | <p>Output 4.1:</p> <ul style="list-style-type: none"> Developing a plan to support 4 regional meetings (i.e., Women's Mentoring and Awareness on Political Parties workshops)²⁰⁴ <p>Output 4.2:</p> | | | | | | | | | |

¹⁸² United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 4.

¹⁸³ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 4.

¹⁸⁴ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 5.

¹⁸⁵ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 6.

¹⁸⁶ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 6.

¹⁸⁷ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, pages 6-7.

¹⁹³ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 17.

¹⁹⁴ United Nations Development Programme, January 2022 – June 2022 Quarterly Progress Report FINAL, Women Make the Change project, pages 4-5.

¹⁹⁶ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 15.

²⁰² PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 13.

Due to the pdf error mentioned in a previous footnote, there appears to be no description for activity 15.

²⁰⁴ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 13.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|------------|---|---|---|--|---|--|---------------|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | <p>Plans for the women include mentoring sessions with IPPCC, briefings with party officials and seminars</p> <p>UNDP supported the establishment of the Coalition of Parliamentarian Against Gender-based Violence</p> <p>UNDP supported the IPPCC to visit 4 provinces to conduct several activities.¹⁹⁹</p> <p>Output 4.1: Support capacity building for PPs on WL and gender equality issues – Discussions commenced with advice from IPPCC that activities should start in Q2, pending COVID-19 restrictions</p> <p>Provide technical advice to support IPPCC and PPs upon request in support of manifesto development – Initial</p> | <p>explore opportunities for collaboration</p> <ul style="list-style-type: none"> Held the second WMC Reference Group Meeting Held 2 'Information Sharing Workshops'.²⁰³ | <ul style="list-style-type: none"> Support to Special Parliamentary Committee to examine TSM issues, run the first ever public hearings on GBV²⁰⁵ | <p>completion date of Q1 2022.¹⁸⁸</p> <p>However, according to another source, 93 women have registered (16 more since June 2020).¹⁸⁹</p> <p>Output 4.2:</p> <ul style="list-style-type: none"> Support provided to Special Parliamentary Committee on GVB for briefing of the Committee before the proposed second public hearing on GBV in November 2021 (been deferred to March 2022)¹⁹⁰ Provided on-demand technical advice on gender-sensitive law reform activity (i.e., information sharing, support for gender inclusive reform, ongoing qualitative support | <p>financial support for second Public Hearing on GBV with included an agenda on TSM (62.5% completion)¹⁹⁵</p> | <p>Permanent Parliamentary Committee on GEWE and GBV.¹⁹⁷</p> <ul style="list-style-type: none"> Support to Coalition of Parliamentarians to End GBV and 4 meetings of the Special Parliamentary Committee on GBV with agenda on women's political participation with their members of parliament; financial support for second Public Hearing on GBV with included an agenda on TSM¹⁹⁸ <p>[BLANK/NO UPDATES AS YET – Gabrielle John's comment on 25 January 2023: Please provide an update on these activities as well, either to say 'completed in Q2 2022']</p> | |

¹⁹⁹ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, pages 1-2.

²⁰³ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

²⁰⁵ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 13.

¹⁸⁸ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

¹⁸⁹ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 5.

¹⁹⁰ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 8.

¹⁹⁵ United Nations Development Programme, January 2022 – June 2022 Quarterly Progress Report FINAL, Women Make the Change project, page 6.

¹⁹⁷ United Nations Development Programme, June 2022 - December 2022 Quarterly Progress Report ('+GJ' version), Women Make the Change project, page 6.

¹⁹⁸ United Nations Development Programme, June 2022 - December 2022 Quarterly Progress Report ('+GJ' version), Women Make the Change project, page 6.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|------------|--|---|---------------|-----------|--|-----------|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | <p>meeting and discussions took place.²⁰⁰</p> <p>Output 4.2: Support key parliamentary committees to discuss / hold inquiries / produce reports on WL/gender issues – Work on Chair of Parliamentary Committee on Gender-based Violence started in November 2020. First meeting planned for Q1 2021.²⁰¹</p> | | | | <p>to organize another public hearing of the Special Parliamentary Committee on GBV with the current Parliamentary Secretariat)¹⁹¹</p> <p>Provided technical support to the Parliamentary Committee on GBV to examine TSM issues (anticipated completion date of December 2022)¹⁹²</p> | | <p>or to explain why it never took place.] for the following activities:</p> <ul style="list-style-type: none"> • Promote application of IPU Gender Sensitive Parliament assessment with Clerk • Input gender and Women in Leadership into new MPs Induction Programme (with other parliamentary partners) • Support key parliamentary committees to discuss / hold inquiries / produce reports on Women in Leadership/gender issues • Ensuring induction and other training programmes integrate gender equality. |
| | | | No information on the total number of people reached for the following: | | | | | |

²⁰⁰ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, pages 4-5.

²⁰¹ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, page 5.

¹⁹¹ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 8.

¹⁹² PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | | | |
|--------------------|--|--------------|---|--|--|---|-----------|---|--|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 | | |
| | Total number of people reached (disaggregated by sex, age, disability and location) (PW) | | <p>Output 4.1:</p> <ul style="list-style-type: none"> Updated database for IPPCC to register women 4 meetings to prepare for the Hearing of the Special Parliamentary Committee on GVB. <p>Output 4.2:</p> <ul style="list-style-type: none"> Supported Special Parliamentary Committee on Gender-based Violence; first ever Public Hearing was held Supported the Coalition of Parliamentarians to End GBV and the Special Parliamentary Committee on GBV. <p>Output 4.1:</p> <ul style="list-style-type: none"> Supported capacity building for Political Parties on Women in Leadership and gender equality issues: Estimate of 100-150 people, and roughly 40% women and 60% men. No info on age, location, disability provided.²⁰⁶ | | | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Support to Special Parliamentary Committee. IPPCC database to register women (changes in registration numbers since June 2020)²⁰⁷: <p>i) Women: 7, ≥18 years of age Men: 0, ≥18 years of age</p> <p>No info on location No info on PWD²⁰⁸</p> <p>ii) Women: 16, ≥18 years of age Men: 0, ≥18 years of age</p> <p>No info on location No info on PWD²⁰⁹</p> <ul style="list-style-type: none"> Women's Mentoring and Awareness on Political Parties Workshops: | | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Supported IPPCC, DfCDR and National Parliamentary Services deliver the Practice Parliament Support to Coalition of Parliamentarians to End GBV and 4 meetings of the Special Parliamentary Committee on GBV. <p>Output 1:</p> <ul style="list-style-type: none"> Women's Mentoring and Awareness on Political Parties workshops Women: 41, ≥18 years of age Men: 11, ≥18 years of age <p>Location: 12 from urban areas; 40 from rural, remote, maritime areas No info on PWD²¹¹</p> | | <p>No information on the total number of people reached for the following:</p> <p>Output 4.2:</p> <ul style="list-style-type: none"> Supported and assisted with the formation of the Permanent Parliamentary Committee on GEWE and GBV <p>Support to Coalition of Parliamentarians to End GBV and financial support for second Public Hearing on GBV with included an agenda on TSM.</p> <p>Output 4.1:</p> <ul style="list-style-type: none"> 16. Gender Diagnostic Workshop: Women: 30, ≥18 years of age Men: 11, ≥18 years of age <p>No info on location No info on PWD²¹²</p> |
| | | | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Plans for the women include mentoring sessions with IPPCC, briefings with party officials and seminars UNDP supported the establishment of the Coalition of Parliamentarian | <p>No information on the total number of people reached for the following:</p> <p>Output 4.2:</p> <ul style="list-style-type: none"> Partnership coordination meetings 'Information Sharing Workshops. <p>Output 1:</p> <ul style="list-style-type: none"> IPPCC Women's Mentoring and | <p>No information on the total number of people reached for the following:</p> <ul style="list-style-type: none"> Women's Mentoring and Awareness on Political Parties workshops Support to Special Parliamentary Committee.²¹⁸ | | | | | |

²⁰⁶ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 4.

²⁰⁷ Differing number of women register according to 2 different sources.

²⁰⁸ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 24.

²⁰⁹ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 5.

²¹¹ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 22.

²¹² PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 20.

²¹⁸ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 22.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|------------|--------------|--|--|-----------|---|-----------|---|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | | | <p>Against Gender-based Violence</p> <ul style="list-style-type: none"> UNDP supported the IPPCC to visit 4 provinces to conduct several activities. <p>Output 4.1:</p> <ul style="list-style-type: none"> Support capacity building for PPs on WL and gender equality issues Provide technical advice to support IPPCC and PPs upon request in support of manifesto development. <p>Output 4.2:</p> <ul style="list-style-type: none"> Support key parliamentary committees to discuss / hold inquiries / produce reports on WL/gender issues.²¹⁴ IPPCC database to register women (total registered): Women: 77, ≥18 years of age Men: 0, ≥18 years of age No info on location | <p>awareness workshops:</p> <p>Women: 418, ≥18 years of age Men: 28, ≥18 years of age</p> <p>No info on location No info on PWD²¹⁶</p> <p>Output 2:</p> <ul style="list-style-type: none"> WMC Reference Group Meeting: Total of 38 persons participated. No info on sex, age, location and disability.²¹⁷ | | <p>Women: 31, ≥18 years of age Men: 0, ≥18 years of age</p> <p>Location: All 31 were from rural, remote, maritime areas²¹⁰</p> | | <p>Output 4.2:</p> <ul style="list-style-type: none"> 4 meetings of the Special Parliamentary Committee on GBV: Total of 27 MPs. No info on sex, age, location and disability.²¹³ |

²¹⁴ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, pages 7-9.

²¹⁶ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 20.

²¹⁷ UN Women Papua New Guinea 2020 Quarterly Activity Reporting, Impact Area 1

²¹⁰ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 6.

²¹³ United Nations Development Programme, June 2022 - December 2022 Quarterly Progress Report ('+GJ' version), Women Make the Change project, page 6.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | | | |
|--------------------|--|--------------|--|---------------|-----------|--|-----------|---|---|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 | | |
| | | | No info on PWD ²¹⁵ | | | | | | | |
| | Evidence of gender responsive laws and policies (PW; MTDP III KRA 3.5) | | Output 4.2: <ul style="list-style-type: none"> Support to the policy discourse on temporary special measures through the proposed 5 reserve seats and quotas for women in political parties (30% completion)²¹⁹ | | | Output 4.2: <ul style="list-style-type: none"> Support to the policy discourse on temporary special measures through the proposed 5 reserve seats and quotas for women in political parties (54% completion)²²⁰ | | Output 4.2: <ul style="list-style-type: none"> Support to the policy discourse on temporary special measures through the proposed 5 reserve seats and quotas for women in political parties (62.5% completion)²²¹ Provide on-demand and ongoing technical advice on gender-sensitive law reform²²² | | Output 4.2: <ul style="list-style-type: none"> Support to the policy discourse on temporary special measures through the proposed 5 reserve seats and quotas for women in political parties [progress unknown]²²³ |
| | Evidence of strategies to promote women's participation at all levels of government (MTDP III 3.5 Sector Strategy 5) | | | | | | | | | |
| | Percentage of seats held by women in national parliament and subnational | | | | | | | | <ul style="list-style-type: none"> 64 women candidates were endorsed by 14 political parties | |

²¹⁵ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, pages 1-2.

²¹⁹ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 5.

²²⁰ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 7.

²²¹ United Nations Development Programme, January 2022 – June 2022 Quarterly Progress Report FINAL, Women Make the Change project, page 6.

²²² United Nations Development Programme, January 2022 – June 2022 Quarterly Progress Report FINAL, Women Make the Change project, page 6.

²²³ United Nations Development Programme, June 2022 - December 2022 Quarterly Progress Report ('+GJ' version), Women Make the Change project, page 6.

²²⁴ Registry of Political Parties, Integrity of Political Parties and Candidates Commission Office of the Registrar – Preparations for the 2022 National Elections, July 2021, page 7.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--|---|------------------|--|--|--|--|--|--|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | elected office (UNDAF 1.1.2) * | | | | | | | during the 202 general elections ²²⁵ <ul style="list-style-type: none"> 2022 recorded an increased number of seats held by women in parliament²²⁶ |
| 4.3. Build capacity provided to Dept for Community Development and Religion (DfCDR) to lead this agenda from the Government of Papua New Guinea's perspective | Types and number of activities delivered (PW) | Activity reports | <ul style="list-style-type: none"> Discussions with DfCDR and its ODW on TSM, with Coalition of Parliamentarians to End GBV and the Special Parliamentary Committee on GBV to support their knowledge on the TSM plus the government agenda on TSM. Agreement in place for DfCDR and ODW to conduct briefings and awareness to support the government's agenda on the 5 reserve seats for women.²²⁷ | | | <ul style="list-style-type: none"> Collaboration with DfCDR^{228,229} | <ul style="list-style-type: none"> NCW information-sharing workshop²³⁰ CEDAW Workshop²³¹ | "Supported gathering of 6 current women politicians to discuss formation of a women's caucus that will be the start of a collective for women leaders in PNG." ²³² <ul style="list-style-type: none"> CEDAW workshop²³³ |
| | | | <ul style="list-style-type: none"> Support the Office for Development of Women to lead across Government on policy and legislation relating to women in politics (UNDP) – Information | <ul style="list-style-type: none"> Information-sharing, profiling, and capacity building workshops for women in elected and nominated positions at the sub-national level²³⁵ MOU with DfCDR²³⁶ | <ul style="list-style-type: none"> Collaboration with DfCDR (i.e., 4 meetings with various stakeholders, and hosted 4 Regional Advocacy and Coalition Building workshops)²³⁷ | | | |

²²⁵ RMS Report, Outcome Indicator Reporting, 2022, 1.1D, SN Indicators (4)

²²⁶ RMS Report, Outcome Indicator Reporting, 2022, 1.1F, SN Indicators (4)

²²⁷ United Nations Development Programme, January 2020 – June 2021 Quarterly Progress Report FINAL, Women Make the Change project, page 6.

²²⁸ United Nations Development Programme, July 2021 – December 2021 Quarterly Progress Report FINAL, Women Make the Change project, pages 8-9.

²²⁹ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 19.

²³⁰ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 17-18.

²³¹ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 17-18.

²³² United Nations Development Programme, June 2022 - December 2022 Quarterly Progress Report ('+GJ' version), Women Make the Change project, page 7.

²³³ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 16.

²³⁵ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 14.

Due to the aforementioned pdf error, the description for activity 17 has been cut off mid-sentence.

²³⁶ PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 14.

Due to the aforementioned pdf error, the description for activity 17 has been cut off mid-sentence.

²³⁷ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, pages 13-14.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | | | |
|--------------------|--|--------------|---|---|--|---|-----------|--|--|---|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 | | |
| | | | shared with ODW for work in 2021 ²³⁴ | | | | | | | |
| | Total number of people reached (disaggregated by sex, age, disability and location) (PW) | | No information on the total number of people reached for the following: <ul style="list-style-type: none"> Discussions with DfCDR and its ODW on TSM Agreement in place for DfCDR and ODW to conduct briefings and awareness. | | | No information on the total number of people reached for the following: <ul style="list-style-type: none"> Collaboration with DfCDR.²³⁸ | | No information on the total number of people reached for the following: <ul style="list-style-type: none"> CEDAW workshop. NCW information-sharing workshop: Women: 35, ≥18 years of age Men: 9, ≥18 years of age Location: 4 from urban areas; 40 from rural, remote, maritime areas No info on PWD²³⁹ | | <ul style="list-style-type: none"> CEDAW workshop: Women: 17, ≥18 years of age Men: 11, ≥18 years of age Location: All 28 were from rural, remote, maritime areas No info on PWD²⁴⁰ |
| | Evidence of strategies to promote women's | | No information on the total number of people reached for the following: Support the Office for Development of Women to lead across Government on policy and legislation relating to women in politics (UNDP). ²⁴¹ | No information on the total number of people reached for the following: <ul style="list-style-type: none"> MOU with DfCDR. Information-sharing, profiling, and capacity building workshops for women in elected and nominated positions at the sub-national level: Women: 35, ≥18 years of age Men: 0, ≥18 years of age No info on location No info on PWD²⁴² | <ul style="list-style-type: none"> Collaboration with DfCDR: Women: 4, ≥18 years of age Men: 5, ≥18 years of age Location: All 9 were from urban areas No info on PWD²⁴³ | | | | | |

²³⁴ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, page 5.

²³⁸ PNGAus Partnership, July 2021 - December 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 24.

²³⁹ PNGAus Partnership, January 2022 - June 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 22.

²⁴⁰ PNGAus Partnership, July 2022 - December 2022 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 20.

²⁴¹ United Nations Development Programme Interim Narrative Report to the UN DEVELOPMENT FUND FOR UN WOMEN 2020, page 9.

²⁴² PNGAus Partnership, July 2020 - December 2020 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 20.

²⁴³ PNGAus Partnership, January 2021 – June 2021 Six-Monthly Pacific Women Progress Report Template for Implementing Partners FINAL, page 22.

Unclear if this covers off on all collaboration activities.

| Outcomes / Outputs | Indicators | Data sources | Reporting/Data periods (6-monthly, up until 'x' date) | | | | | |
|--------------------|--|--------------|---|---------------|-----------|---------------|-----------|---------------|
| | | | June 2020 | December 2020 | June 2021 | December 2021 | June 2022 | December 2022 |
| | participation at all levels of government (MTDP III 3.5 Sector Strategy 5) | | | | | | | |