

## MALE ADVOCATES DETERMINE TO DRIVE GESI POLICY IN THE PUBLIC SERVICE

23 male advocates who graduated in December 2018 are now equipped to effect change in the public service, respective departments, respective homes and communities on norms, cultural and religious misperceptions about women, inequality and violence against

he has a role to play in this important cause. "I want to challenge all of us (graduands) MAN, it takes a man to be a man. I know we will go against the norms of society but it takes a man to be a man," says Amoiha. Before handing the graduands their certificates Mrs Agnes

ed Friday.

The Public Service Male Advocacy Program was established in 2013 and it is made up of male public service officers who voluntarily joined the network and have undergone sensitization trainings to advocate for women's hu-



*Pioneer Male Advocates graduands after receiving their certificates*

women and other gender issues.

The 23 participants came from national departments and provincial administrations to undergo this 3 phase program to be advocates for gender related issues in the country as public servants in their respective roles and responsibilities and as man in their respective communities.

Frank Amoiha, Training Manager with Department of Finance and one of the graduands, thought that he was too big for this kind of program but when he went through the different phases of this program, he understood the importance of it all and

Friday – Deputy Secretary for the Department of Personnel Management, challenged the graduands to be role model and responsible advocates for gender based violence and gender inequality.

"Gender based violence and gender inequality are major challenges and as public servants we have a responsibility to show leadership in changing attitudes and behaviors at work and at home," said deputy Friday.

"I know now that you are all equipped to respond to and prevent gender based violence and promote gender equality in the public services," add-

man rights and to support elimination of all forms of violence against women. The main intention was focused

on advocacy and awareness programs to stand and speak up against violence happening in their workplaces and in the communities and to take up the challenge as a male advocate.

The main objective is to train and support men to support women's equality, human rights, access to justice and support services. This involves gaining insights and skills that mean the advocates make positive changes in their personal lives, as well as community and professional involvements.

The secondary objective of the program focuses on how men can be used as advo-

### Special points of interest:

- What kind of mindset do you have?...
- GESI Policy is similar to police equal employment policy...
- GESI PIPS comes in two-fold...

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cates for change in the workplace and community to address FSV and structural gender inequalities. The program will use men as advocates for change only after they have demonstrated real change from their own attitudes and behaviours towards women. This personal change is a critical hurdle for male participants and emphasizes the importance of working in a way that is accountable to women's rights groups.

## POLICE LAUNCH GESI POLICY

Mainstreaming the Gender Equity and Social Inclusion Policy into public service agencies is challenging but making good progress with the Royal Papua New Guinea Constabulary recent launch of the policy to have it implemented into its workplace.

Police Commissioner Gari Baki has championed the constabulary's equal employment opportunity policy during his term in 2007.

"The launch of the GESI policy will effectively replace the constabulary's equal employment policy in name and definition but the principles are the same in every respect," said Commissioner Baki.

Department of Personnel Management William Hapipai, Acting Deputy Secretary-Policy and Research Development, Emmanuel Ginis – GESI Whole of Government Manager, justice services and stability for development program and the wider GESI community were acknowledged for their continued support and effort in ensuring that this policy is mainstreamed into the public sector agencies.

"In fact gender should not be mentioned at all because we are all

equal in our respective professions," said Baki.

Baki stressed that police personnel belong to a family where ethics and discipline are factors that unite them because they respect and treat each other with a sense of equality.



PICTURE FROM FILE

## PUBLIC SERVICE MALE ADVOCACY NETWORK

The Public Service Male Advocacy Program was established in 2013 and it is made up of male public service officers who voluntarily joined the network and have undergone sensitization trainings to advocate for women's human rights and to support elimination of all forms of violence against women with the main intention was focused on advocacy and awareness programs to stand and speak up against violence happening in their workplaces and in the communities and to take up the challenge as a male advocate.

The primary objective is to train and support men to support women's equality, human rights, access to justice and support services. This involves gaining insights and skills that mean the advocates make positive changes in their personal lives, as well as community and professional involvements.

The secondary objective of the program focuses on how men can be used as advocates for change in the workplace and community to address FSV and structural gender ine-

qualities. The program will use men as advocates for change only after they

men holding pivotal and/or senior roles who can work with their male col-



Some senior male public servants attending a Women in Leadership meeting

have demonstrated real change from their own attitudes and behaviours towards women. This personal change is a critical hurdle for male participants and emphasizes the importance of working in a way that is accountable to women's rights groups.

leagues to advocate against violence and support survivors of FSV. The program also aims to seek out and train potential advocates not only from government, but also from key sectors in the community or faith-based organisations.

The program works with men identified from within the departments and agencies of the public service. They are generally



Male public servants in final training to be certified male advocates

## TRAITS OF A MALE ADVOCATE

A male advocate is expected to undertake the following tasks:

- ◆ Reflect and make personal changes within his own family that supports equality in decision making, sharing of resources and responsibilities and recognizing women's rights;
- ◆ Communicate persuasively to other men to promote positive attitude and behavior change towards gender inequality
- ◆ Discourage and take appropriate action against any form of violence or discrimination against women and girls;
- ◆ Promote women's equality and advocate against sex discrimination in their own communities and churches;
- ◆ Challenge any private or public comments that excuse violence against women and justify gender inequality;
- ◆ Support women's access to the Police and Court and Health services;
- ◆ Assist women in referral to appropriate rights based services including counseling and other support services;
- ◆ Support women's groups' community and advocacy program;
- ◆ Promotes policies and laws that support women's equality and women's human rights.
- ◆ Appropriately and effectively challenge, confront and discomfort men about their own attitudes and behaviors that contribute to inequality and violence against women;
- ◆ Challenge norms, cultural and religious misperceptions about women, inequality and violence against women.

## GESI LEARNING FACT SHEET

Gender is socially constructed and is a result of discrimination brought about by incorrect stereotyping women. These stereotypes situate women as inferior and incapable of doing "men's roles" such as leadership and decision making.

There are beliefs that:

- ◆ Gender is determined by natural behaviors, abilities and ways of thinking
- ◆ Gender exists as a pair of opposite (complimentary) roles in society and in the family (based on nature)
- ◆ Gender is fixed (unchanging)

- ◆ Deviation from unexpected gender behavior is unnatural and/or immoral

◆ One gender is superior This results in the view that:

- ◆ Gender inequality is natural and right
- ◆ People should be punished if they deviate from the prescribed gender roles
- ◆ Changing gender is against religion and tradition
- ◆ Any change in gender roles will ruin the harmonious way society functions

These stereotypes are reinforced by our families, churches, schools and the

media so much so that we believe things to be true. The better explanation of Gender is:

- ◆ Human made
- ◆ Based on norms of culture
- ◆ A description of ways of relating (power)
- ◆ Built on the unequal division of labor
- ◆ Key to identity
- ◆ Constantly changing
- ◆ Contested
- ◆ Performed diversely

Women are capable of doing all roles that men do but they are not given the opportunity or help.

It is ok to provide assistance to someone who does not have the same opportunity of equality.

The constitution says it is ok.

Women do more work than men and usually it is unappreciated.

Men do not need permission to do many things whilst women have to ask to do everything. Men have enormous privilege.

Culture is not fixed. It changes based on influences like economy, globalization and modernization. The culture that your great grandfathers had is not the same as today

## GESI MAINSTREAMING IMPACT STATEMENT

There are two types of mindset that people identify themselves with.

Progress of an organization depends on the kind of mindset that each team player have.

What kind of mindset do you have?

1. Growth mindset

- ◆ I can learn anything I want to
- ◆ When I'm frustrating, I persevere
- ◆ I want to challenge myself
- ◆ When I fail, I learn
- ◆ Tell me I try hard
- ◆ If you succeed, I'm inspired

- ◆ My effort and attitude determine everything

2. Fixed mindset

- ◆ I'm either good at it or I'm not
- ◆ When I am frustrated, I give up
- ◆ I don't like to be challenged

- ◆ When I fail, I'm no good
- ◆ Tell me I'm smart
- ◆ If you succeed, I feel threatened
- ◆ My abilities determine everything



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## VISION

To have an efficient, ethical and value—oriented Public Servants who can provide Public Service to the people of Papua New Guinea.

## MISSION STATEMENT

For Papua New Guinea to have a cadre of qualified Public Servants who will enter the Public Service at the District level and enhance the provision of service to the people.

DPM shall endeavor to Empower the Civil Servants to attain high degree of effectiveness at all levels of government and working collaboratively with the Provinces and Districts to create enabling environment at respective districts to situate the required human resources.

# WHAT IS GESI POLICY IMPLEMENTATION PLANNING SESSION

What is Gender Equity and Social Inclusion Policy Implementation and Planning Session (GESI PIPS)?

GESI Policy Implemen-

purpose of the policy, embedding of GESI principles, highlighting equal human rights to basic services, etc.

And mainstreaming of GE-



*Amelia Raka during one of GESI PIPS group discussion sessions*

tation and Planning Session is all about discussing the policy content and strategies for implementation and mainstreaming of the Gender Equity and Social Inclusion Policy.

PIPS comes in two components, sensitization and mainstreaming of GESI Policy.

Sensitization is when the policy is introduced, the

SI Policy is about how to intertwine gender into the work culture ensuring that it is equitable and inclusive.

GESI Whole of Government under the Department of Personnel Manage-

ment is spearheading the roll-out of GESI PIPS and below is a list of the agencies that had the roll-out as per Circular Instruction No. 8 of 2014;

- ◆ Department of Personnel Management
- ◆ Department of Treasury
- ◆ Department of Finance
- ◆ Department of Labor and Industrial Relations
- ◆ Independent Consumer Competition Commission
- ◆ Internal Revenue Commission
- ◆ Department of Transport
- ◆ Department of Works
- ◆ Prime Ministers De-



*Emmanuel Ginis doing presentation on GESI PIPS*

- ◆ Department of Gulf Provincial Administration
- ◆ West New Britain Provincial Administration
- ◆ Department of National Planning and Monitoring.



*Department for Community Development and Religion staff undergoing GESI PIPS*