



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

OUR VOICE is a monthly newsletter of the Department of Personnel Management

March 31st, 2022

Secretary's International Women's Day Message



DPM Women Executive Management Team

Inside this issue:

- Secretary's Mes- 1
sage on IWD
- Sansan Outline's 2
GESI Policy
- Plans to Change 3
Public Service
- Stop Queen Bee 4
Syndrome
- Staff Profile 6

"We are here today to celebrate and mark International Women's Day.

International Women's Day was celebrated on the 8th of March.

It is a global day celebrating the social, economic, cultural, and political achievements of women.

International Women's Day is a day that also marks a 'Call to Action' for accelerating women's equality.

As Secretary for DPM, we are custodians of the Gender Equity and Social Inclusion policy, GESI.

The GESI policy has been in place since

2013 and I must say there has been great effort on the Whole of Government approach taken to ensure all government agencies implement the GESI policy in their respective work places.

This year's International Women's Day celebration's theme is 'Break the Bias'.

Many women are already breaking the bias in their respective roles.

We live in a male dominated society just the fact that we are women working alongside our male colleagues are already breaking the bias.

As Secretary- just the mere fact that I am a woman is a challenge in itself.

We are viewed in all aspects as inferior to our male colleagues.

My message to all of us today is to 'lift each other up' in our work places. As women, we must stop the 'Queen Bee' syndrome. I know for a fact that many women who hold senior management positions feel threatened by the younger ones who work under them.

I urge you all to share your experience and knowledge with your younger female colleagues.

We do not own the positions we hold; we will be here today and gone tomorrow and the only way we can leave a legacy is to mentor and impart the knowledge we have gained over the years to our young female colleagues.

We can look back and be proud of what we have done when we share our experience with our younger colleagues.

In the same token, I encourage young female officers to work hard and learn as much as you can from your superior female colleagues.

"Let's lift each other up and that is the 'Call to Action' message."

Secretary Outlines GESI Policy Implementation



Secretary Ms Taies Sansan during the Special Parliamentary Committee hearing on GBV

Secretary Ms. Taies Sansan said, the Gender Equity & Social Inclusion (GESI) Policy is prioritized in the Public Service.

Secretary Sansan said this when she appeared before the Special parliamentary Committee on Gender Based Violence at its hearing at the Parliament's State Function Room.

Secretary Ms. Sansan told the members of the Committee that mainstreaming of the policy has been implemented for the last 8 years.

"We have a GESI division who

coordinate all GESI activities and facilitates work plans with other stakeholders.

GESI is an important national and whole of Government agenda, she said.

Secretary Sansan also outlined that under the Public Service Management Act section 22A Departmental Heads are responsible for coordinating the GESI policy within their respective departments.

Secretary confirmed to the Committee that GESI policy implementation is part of the performance indicators for Agency Heads as per the

Leadership Capability Framework which is included in their contracts.

She further outlined that the Public Service General Order 20 also highlights all the areas that relate to GBV in the public service.

Secretary Sansan provided to the Committee statistics on the implementation of GESI.

She told the Committee that so far, the implementation of GESI has seen GESI positions created.

Provincial Health Authorities have created 15 positions,

Provincial Administrations created 9 positions, national agencies have created 22 positions.

In 2019 and 2020 a total of 358 public servants have undergone training on the application of the GESI policy and have been certified with certificates.

Secretary Sansan also told the Committee that a new General Order 7 will be included in the 5th edition of the general orders which include issues around the GESI policy and will go before the Central Agencies Coordinating Committee soon.

TWG to Scrutinize Public Servants Contesting 2022 Elections



Members of the TWG during a recent meeting.

The Technical Working Group has resolved to ensure all public servants who will be contesting the 2022 General elections are placed on the data base

created for public servants.

This comes as more public servants try to evade due process in light of the amendments to the Public Service Management Act, which now requires public servants to resign 12 months prior to issue of writs to re-enter the public service after 5 years, if they have resigned to contest the elections.

The Public Service Management Act is very clear, and DPM will write to

former public servants who will be contesting this year's election, but have tendered their resignation as 'normal resignation' or after the 28th of October, 2021 to reconsider contesting.

DPM will ensure recruitment and selection processes will be tightened to ensure such public servants re-enter the public service through the normal recruitment process and only after five years if they lose the elections.

Secretary Outlines Plans to Change Public Service



Secretary Ms Taies Sansan presenting a certificate to a CS officer during the PILAG Graduation in Hagen.

Secretary, Ms Taies Sansan has recently outlined the Human Resource Development Strategic Plan 2020-2050 during the Leadership and Governance graduation at the PILAG Highlands Regional Center in Mt Hagen.

Ms Sansan told the grandparents and public servants that DPM has come up with this long-term strategy in the hope to bring a more coordinated approach towards a career pathway for public servants.

"It is envisaged that through the long-term plan, a new cadre of public servants will emerge as future public servants".

The plan was launched by Prime Minister, James Marape in June 2021, that aims to address some of

these public service issues, and to lift the level of professionalism across the entire Public Service.

This 30 year long-term plan encourages policies to be developed in areas of:

1. Entry into and Exit from the Public Service
2. Performance Contracts for Senior Public Servants
3. Performance Management System
4. Public Servants Code of Ethics
5. Public Sector Career Path
6. Bonding of Public Servants
7. Distribution of Public Servants
8. Making Housing a condition for employment
9. Medical and Life Insurance for our Public Servants

PILAG in collaboration with DPM has put in place a training policy for the public service.

Sansan said this greatly compliments the long-term plan.

The endorsement of the Public Sector training policy by NEC gives the Institute the guidance with its training courses, with the view to upskill, enhance and build capacity of public servants to ensure improved service delivery.

Sansan believes that the policy will go a long way to instill knowledge and value, and the skills and attitudes DPM anticipates, will be acquired by those who undertake the training courses driven by this policy.

It is also mandatory that those who choose to become career public servants will undergo training at PILAG.

It is also compulsory for those applying for Departmental Heads, CEOs and Provincial Administrator's positions to attain an executive leadership qualification from PILAG.

This will align to the merit-based process of appointing departmental heads.

She said these are some of the major policy achievements in the public service, and is hoping to shape a modern future public service.

She said this during the occasion to witness 34 public servants who graduated with Certificate in Leadership and Governance.

'Stop Queen Bee Syndrome in Public Service'



Deputy Secretary, Executive Resourcing Service, Vele Ravugamini during a panel discussion

In this article, Deputy Secretary Executive Resourcing Service, Mr Vele Ravugamini, talks about the International Women's Day theme for this year, 'Break the Bias'.

"The theme implies about an issue," said Mr Ravugamini.

He said "it implies about barriers of stereotyping women, caused by our culture, society and life-style, that is embedded in us".

He said the theme tries to address stereotyping and marginalizing of women, an issue not only faced by women in PNG, but globally.

Ravugamini said sometimes it is not about the society that does that.

There are issues at workplaces, especially in the Public Service, between women folks, competing against each other.

"And there is this Queen Bee Syndrome," he said.

The 'Queen Bee Syndrome' is about the elder and experienced women in the public services, suppressing young women, and not imparting knowledge or empowering young ones to persevere and replace them when they retire.

He said women folks must put aside their differences and support each other if they want to address gender equity.

There are work place social policies such as the Gender Equality and Social Inclusion or GESI, which is sometimes misinterpreted and causes partition or walls between males and females.

GESI is a framework which pays particular attention to gender equality and the involvement of marginalized groups,

including People with Special Needs.

All people have equal conditions for realizing their full human rights and potential to contribute to national, political, economic, social and cultural development and to benefit from the results.

Ravugamini said such policies talks about 'Equity', where it has an equal playing field for both men and women., which many times it is preserved to be for women alone.

"Both male and females should compete by merit."

He said the question PNG should be asking is how to address the marginalizing and stereotyping of women at all walks of life.

He said women themselves can take the lead by supporting and empowering themselves, and then male folks will step in to join

and address it.

Most importantly, it is by teaching kids at their early age to respect both men and women, and change the cultural norms, and break the barriers.

He said he has always have high respect for the women in his life.

His mother, wife, daughters, and aunties.

He has learnt some of the greatest life lessons of his life from these women.

As a father and someone who holds a high position in the Public Service, he encouraged Papua New Guineans to change their attitude and respect both men and women, despite their gender, age, race or such.

To conclude, he wish all DPM Women a Happy International Women's Day.

‘Unleash Your Potential’



Acting Deputy Secretary Policy & Reform, Ellison Kalimet speaking during National Women's Day Celebrations at CGO

In joining the world to commemorate International Women's Day, Acting Deputy Secretary Policy, Ellison Kalimet says the theme 'Break the Bias' unleashes the possibilities for women to rise, contribute and experience a world of greater opportunity, access and significant beyond limitations.

"Women must step up into higher paradigms and pursue their dreams," said Kalimet.

He said under the leadership of DPM Secretary, Ms Taies Sansan, an advocator of Gender Equity and Social Inclusion or GESI, the

department has created an inclusive and equitable workplace for employees from diverse backgrounds regardless of culture, ethnicity, and orientation.

The Department have provided its employees with equal opportunities to unleash their potentials and respect differences to create a sense of belonging.

In the Executive Management Team, about 80 per cent are females occupying top management positions.

Mr Kalimet said although important gains for women's rights and equality have been made

over time, much work remains to achieve a world free of bias and discrimination, where difference is valued and celebrated.

This is his personal message to the female staff of DPM.

"I Wish all the Female Officers Happy International Women's Day and also want to celebrate all their achievements in the Department and in the Public Service,

They are the backbone of this country.

On this occasion also, I would also like to

challenge all female officers to speak up and do what is right, even you don't always feel confident doing so, whether that is on behalf of others or for yourself.

Also challenge negative behavior and promote positive behavior.

If we make a concerted effort to do this, we can break the bias in our workplaces, leading by example to create a more inclusive environment for everyone".

Mr Kalimet also wishes all women a 'Happy International Women's Day.!

STAFF PROFILE



Mr Uakai Bouaka at his work station

skills for the GESI policy.

He was engaged in 2019 to assist in doing data analysis work in the reviewing of the GESI policy.

The policy is under review, and the data and statistics collected will be put together with the review paper to be submitted soon to the National Executive Council (NEC).

Uakai's main task is collecting, providing and analyzing the Whole of Government GESI statistics and data.

An example is the supplying of data of the number of male and females holding executive positions in the public service to promote Gender Equity, but more importantly, a respectful work culture that promotes equity and diversity, and is free from discrimination.

Other information are on administrative matters, salaries, outside influences in employment of a position, Sexual Abuse and Gender Based Violence Cases in the public

service department.

The only challenge he encountered is the availability of data and information to fully implement the GESI policy.

"Data is limited for analysis, and there is need for more data collection exercise using other platforms and avenues for proper analysis," said Uakai.

He has provided statistics for the GESI policy review, was tasked to make state agency profiling, and is currently working on a Case Management template to conduct data on GESI cases.

His skills has attracted other division at DPM, such as the Public Service Institutional Housing division who have engaged him also.

He created an excel dashboard for them, to use the statistics and data collected from a survey in the public service on housing as evidence based, to measure the participant's response and address it.

In this March edition of the newsletter, we feature Mr Uakai [Wa-kai] Bouaka from Abau in Central Province.

A quiet, shy, but hardworking officer at DPM.

Uakai is the Statistics and Data Analysis Assistant Officer of the National Public Service Gender Equity & Social Inclusion (GESI) division.

Just three years at DPM, and Uakai is known for his statistics and data analysis

DPM IN PICTURES

