



DEPARTMENT OF PERSONNEL MANAGEMENT

Office of Secretary

**APPEARANCE BEFORE THE SPECIAL PARLIAMENTARY COMMITTEE
ON GENDER BASED VIOLENCE (GBV)**

**HOW DOES GENDER EQUITY & SOCIAL INCLUSION (GESI) POLICY
ADDRESS THE GENDER BASED VIOLENCE (GBV)**

Thank you for the invitation to appear before this Committee, and briefly share what GESI Policy has done or is doing to address the Gender Base Violence issue in the public service.

The extract from the Special Parliamentary Committee on Gender-Based Violence Report tabled in Parliament on Thursday 12th August 2021 contained 71 recommendations for action.

Recommendation 10 of the Report especially paragraphs 38-41 made reference to DPM's role in addressing GBV, in particular, in the context of the Gender Equality and Social Inclusion (GESI) policy.

Recommendation 10 states:

"The Department of Personnel Management should take a proactive approach to ensuring that all government departments, state-owned enterprises, and provincial and Local Level Government administrations develop and implement workplace GBV policies as required by the National GESI Policy. These workplace GBV policies should explicitly require that adhering to the GBV Policy is part of the conditions of employment of all employees of the State"

Clarity on the above Recommendation

Department of Community Development to take a proactive approach to ensuring that all government agencies develop and implement the Workplace GBV policies as required by the GBV Strategy and not the GESI Policy.

4.2. Coordination of the GBV Efforts with GESI Commitments

Paragraph 38: As part of the White Ribbon Day activities in 2011, the DPM made a commitment to the NPS that it would develop policy on domestic violence in the workplace. This resulted in domestic violence provisions being included in the Fourth Edition Public Service General Orders in 2012. The Government launched its first-ever NPS Gender Equality and Social Inclusion (GESI) Policy in
"RISE UP, STEP UP, SPEAK UP"

January 2013, which aimed to integrate GESI principles across and within every single Government department. This reflected the reality that the public service is PNG's biggest employer, with over 94,000 employees, 38 per cent of whom are women. The policy applies to all National Government Departments, Provincial, District and Local Level Government Administrations and other agencies. In June 2014, every Government Agency was required to appoint GESI focal points in their staffing establishments and include them in their budgets, in accordance with DPM Circular Instruction 8/2014. In September 2014, the GESI Policy was integrated into law, through the enactment of the new *Public Service Management Act 2014*. One outcome is that GESI performance indicators for departmental heads are now being included in all new contracts.

DPM Response:

- The NPS GESI Policy is prioritized in Law and Policy and it is an important national and whole of Government agenda.
- Mainstreaming of the Policy into agencies have been implemented for the last 8 years. We have a GESI Division in DPM who facilitates the implementation of the Policy with other stakeholders.
- My department (DPM) has the specific GESI Mandate but all other agencies are responsible to take ownership and leadership in the implementation of GESI.
- As it is clearly stated in Law and Policy, the Agency Heads are required to implement the National Public Service GESI Policy as per the following instruments set out clearly by incorporating GESI principles in their respective mandated functions as agencies responsible:

Public Services (Management) Act 1995

➤ Section 22A - Functions of Departmental Heads

Section 22A(2)(g) to formulate and co-ordinate the implementation of systems and procedures for the effective management and performance of the National Public Service, taking into consideration, equitable and socially inclusive principles and values.

Section 22A(4)(d)(i) to comply with the Regulations, General Orders and Circular Instructions issued to effect government employment strategies, policies and procedures, and in particular to maintain equitable and socially inclusive principles and values prescribed by this Act.

➤ Section 70B - Gender Equity & Socially Acceptable Inclusiveness

- (1) In accordance with the provisions of the **Constitution**, all matters determined in relation to the requirements of this Act must be underpinned by equitable and socially inclusive principles and values that exhibit fairness and transparency
- (2) These principles and values ensure that the rights, privileges, obligations and duties of individuals are protected irrespective of race, tribe, place of origin, political opinion, color, creed, sex or social constructions of gender

(3) The making of additional processes, policies or laws to address under privileged or less advantaged people shall be supported by this Act

- [Public Service General Order \(Fourth Edition\) General Order No. 20](#)

Engagement in Business Activities Outside of Public Service Employment & Other Important Services Governing Conduct.

- Gender Based Discrimination *Section 20.25*
- Sexual Harassment *Section 20.53 – 20.58*
- Domestic Violence & The Workplace *Section 20.59 – 20.65*
- HIV&AIDS and The Workplace *Section 20.66 – 20.67*
- Disability *Section 20.68 – 20.69*
- Status of De Facto Relationship *Section 20.70*
- Inclusion & Equity *Section 20.71 – 20.74*

NEC Decisions and Circular Instructions

- NEC Decision No. NG 172/2012 – National Public Service GESI Policy for Endorsement.
- Launch of the National Public Service GESI Policy on 30th January 2013.
- Issuance of Circular Instructions:

Circular Instructions	Implementation status
Circular Instruction No. 7/2013 on Implementation of the NPS GESI Policy.	GESI Policy was launched on 30 th January 2013 by Sir Puka Temu, then Minister for Public Service.
Circular Instruction No. 8/2014 on Creation of GESI Positions in Agency Structure and Inclusion of GESI Activities in Management Action Plans for Appropriate Budget Submission	<ul style="list-style-type: none"> • 46 agencies had created GESI positions in their organisation structures • 15 PHAs/Hospitals • 9 Provincial Administrations • 22 National Agencies • 25 agencies are yet to fill positions they have created <ul style="list-style-type: none"> • GESI Sensitisation and Mainstreaming Sessions in 2019 • Covered 21 agencies (total of 428 officers) • In 2020, covered 8 agencies (131 officers)

In the Review of the GO, 5th Edition, General Order No. 7 has been allocated to GESI with the following;

Subject Matter	General Order No.
Definition	
General Policy Objectives	7.1 – 7.3
Principles and Values of Equity and Inclusion	7.4 – 7.8
Mainstreaming of GESI Principles and Values	7.9
Gender Based Violence at the Workplace	7.10 – 7.15
Domestic Violence	7.16 – 7.23
Gender Based Discrimination (Workplace Bullying)	7.24

Sexual Harassment	7.25 – 7.29
HIV/AIDS at the Workplace	7.30 – 7.31
Disability	7.32 – 7.33
De-Facto	7.34
Consensual Relationships between Officers	7.35 – 7.39
Working Arrangements for Married Officers Employed within the same Department or Provincial Administration	7.40 – 7.42

Paragraph 39: The GESI Policy has a strong focus on ensuring a safe workplace for women, as well as contributing to efforts to address GBV more broadly. The GESI Policy identifies ~~11~~ 7 Action Areas: Action Area 6 3 focuses on GBV. It calls for the development of the local workplace gender violence plan for each workplace unit by Quarter 2, 2014. The Committee does not have sufficient information at this time to assess the effectiveness of the GESI Policy in pushing public service agencies to address GBV in a workplace context, in particular by investigating and disciplining alleged perpetrators. The Committee welcomes advice from DPM on this issue and envisage calling DPM to provide an update at the next public hearings held by the Committee in late 2021. The Committee believes that it is critically important that the Government use its power as an employer to send a strong message of zero-tolerance to GBV perpetrators.

The NPS GESI Policy has 7 Priority Action Areas and not 11 as stated in paragraph 39 and are outlined below:

 **GESI has 7 Priority Action Areas**

PAA 1: Employment

Sub-components are

- Legislation & Policy
- Representation of Community Demographic
- Consultation & Learning
- Dedicated Formally Appointed GESI Focal Points

PAA 2: Women in Decision Making

PAA 3: Gender Based Violence

PAA 4: Education, Training & Learning

PAA 5: Health & Well Being

Sub-components are

- NPS Workplaces
- Building & Infrastructure

PAA 6: HIV/AIDS

PAA 7: Economic Empowerment

DPM is responsible for the GESI Policy whilst Department of Community Development is responsible for the implementation of the GBV Strategy 2016-2025. Any standard guidelines on addressing GBV should come from Community Development and other stakeholders including DPM can contribute our ideas and experiences to develop the GBV Workplace gender violence plans.

Paragraph 40: The GESI Policy has been used as a platform to develop a network of male advocates for gender equality. There is now a Male Advocacy Network (MAN) which comprises men in the public service who advocate for women’s human rights and for the elimination of violence against women. Since MAN’s establishment, DPM has hosted and coordinated training for men in 26 agencies and affiliated NGO’s. The Committee welcomes more information being provided by DPM to the Committee regarding the activities of male advocates and the impact of this Network

MAN ACTIVITIES	Status updates
<p>Male Advocacy Training</p> <p>(150 male advocates to date have been trained and established in agencies).</p>	<ul style="list-style-type: none"> • Male advocacy training is coordinated by DPM in partnership with Australian’s DFAT program & CIMC-FSVAC. The training cover wide range of issues affecting women including culture, cultural norms and beliefs, power and control, religious, institutional perceptions and practices that support patriarchy and unequal power relations. • There are 4 stages to fully undergo and to become a certified member of the PS MAN. The training is usually provided by Fiji Women’s Crisis Centre (FWCC). The training provides that insight where public servants who participated in, to better understand the role they can play in addressing pressing issues affecting women and girls and to better understand the role they can play in addressing these issues • Last training was in 2019.
<p>PS MAN Monthly Meetings</p>	<ul style="list-style-type: none"> • The PS MAN members usually have bimonthly meetings to discuss on important agendas, issues and the meetings only happened in NCD. The provinces and districts that recently have PS MAN members are yet to established their MAN Committees, through the establishment of the committees the members can

	<p>be able to carry out their duties/roles to have meetings, carryout awareness, involvement in community advocacy programs and so forth because their involvement will be closely monitored by the committees established.</p> <ul style="list-style-type: none"> • The monthly meetings are held with the intention to establish close networking, participation and discussions. The NCD based members have MAN Committee in place since its establishment back in 2013. The MAN meetings are basically for the certified men members but women and non-certified male officers are allowed to observe the meetings to be aware of what the members are doing in terms of advocacy and awareness on women’s human rights. The meetings are for men to discuss strategies or way forward to conduct advocacy within their workplaces, community and society to address the prevalence rate of violence happening against women.
<p>20 DAYS OF ACTIVISM PLANNING MEETINGS/ ACTIVITIES</p>	<ul style="list-style-type: none"> • The 20 Days of Activism is celebrated from November 20 to December 12 annually. • DPM usually issues Circular Instructions to all agencies to participate in these activities. Activities include; Childrens Day, White Ribbon Day, Defenders of Human Rights, HIV/AIDS Day, Disability Day, Volunteers Day, Human Rights Day, and Human Trafficking Day.

Paragraph 41: One submission to the Committee from a GESI Officer who is also a male advocate encouraged the Government to use the GESI Policy as an opportunity to strengthen its response to GBV. The submission encouraged the “*creation of a new role for a National Public Service GBV/GESI Director General to drive the policy, including production of a gender and disability report and monitor to be tabled in parliament annually*”. (Note: this submission also argued that more attention needs to be provided to addressing the needs of people with disabilities under the GESI Policy). The Committee does not have sufficient information on which to base any recommendations in this regard but encourages DPM to consider this suggestion and to provide advice to the Committee on options for more effectively providing human and financial resources to implement the GESI Policy, in particular as it relates to addressing GBV.

Suggestions

- We note there is a Submission to have this function transferred to PM&NEC and the position to be called the Director General, however we GESI being an administrative policy that deals with the management of human resource personnel in the public service and defends their rights, and this DPM’s mandate, not PM&NEC, therefore they may lose focus on ensuring the rights of the human resource personnel and its sustenance.
- In terms of long term sustainability of the implementation of GBV Strategy especially for public servants, we recommend that current Job Descriptions of the GESI positions in the PS be amended to reflect GBV case management.

Question 1

How many public servants have been disciplined under the GESI policy or other relevant policies for engaging in GBV?

- We have a GESI Hotline established since 2015 and we keep records of GESI cases that are reported to the Helpdesk. These cases are mainly administrative cases, eg, officers put off the payroll, unfair suspensions, suspensions without notice, and other grievances regarding officers employment, both male and female. In DPM we had 4 cases registered and two were processed and cases came to a close. Whilst the other 2 cases were withdrawn due to personal reasons.
- Agencies are supposed to send Annual GESI Reports to DPM and GESI Case management data should be captured in the report for reporting back to the NEC and Parliament.

Question 2

Is complying with GESI policy, and in particular, the sections on GBV, part of the public servants’ contracts? If not, can this reform be progressed

As mentioned above, GESI has been captured in law and policy and currently work in progress includes the following;

- GESI indicators (compliance & standards) to be captured in Corporate Plans, Annual Management Plans, Staff Performance Appraisals, employment contracts & Occupational Health and Safety. In this way we reduce discrimination issues related to GBV in the public service and strengthen the public service disciplinary process in the GO to deal with perpetrators including the zero-tolerance policy.

Conclusion:

Overall Way Forward:

- Our partnership with Community Development on National GBV Strategy - If there are any GBV cases identified for administrative processing should be referred to DPM to deal with them under the GESI Policy and General Orders.
- In terms of long term sustainability of the implementation of GBV Strategy especially for public servants, we recommend that current Job Descriptions of the GESI positions in the PS be amended to reflect and include GBV case management.
- Recommend that an Implementation Plan at the national level and sub-national level should be developed to implement the GBV Strategy 2016-2025.
- Recommend that Treasury Department issue Vote Codes/GL Numbers for all agencies through their annual budget submissions so matters on GESI/GBV can be implemented in the public service.


TAIES SANSAN
Secretary

