



Independent State of Papua New Guinea



DEPARTMENT FOR COMMUNITY DEVELOPMENT

WOMEN CANDIDATE TRAINING STRATEGY – PNG 2012 ELECTIONS

Strategy Objective

To improve the chances of women candidates being elected at the 2012 national elections by establishing a framework for the provision of training and advisory services for women candidates and their campaign managers.

Strategy Principles

This Strategy will encourage:

- *coordinated and consistent services*, drawing on collective experience to minimise duplication and maximise good practice;
- *timely and sequenced services*, to allow women candidates and their campaign managers sufficient time to plan their campaigns;
- *participation of civil society partners from each region in PNG* in the development, organisation and delivery of the Strategy:
 - to maximise the reach of the Strategy;
 - to ensure training and advisory services are locally relevant; and
 - to encourage independent and continuing use of course materials, especially targeting women candidates for election to local level government; and
- *active involvement of political parties*, to encourage parties to nominate more women candidates.

Strategy Targets

The training and advisory services described in this Strategy are aimed at women who are proposing to stand for election to open and provincial seats in the national parliament, and their campaign managers.

The focus of the Strategy will be re-assessed if the proposal to establish Reserved Seats for women is enacted in time for the 2012 elections.

Training and Advisory Services

The following training and advisory services will be provided:

- one (1) *train-the-trainer workshop for facilitators* to rehearse and refine content for the candidate and campaign manager training events. The workshop will be in Port Moresby and will:
 - be of three-days duration;
 - be conducted 12 months before the election;
 - provide participants with the knowledge and materials necessary to co-facilitate subsequent Strategy events;
 - have 16 participants (4 facilitators from each region in PNG, nominated by civil society partners);
- three (3) *training workshops for women candidates and their campaign managers*, one in Papua region, one in Highlands region and one combined event for Momase and New Guinea Islands regions. These workshops will:
 - be of five-days duration;
 - be conducted no later than six months before the election;
 - focus on understanding political leadership and its responsibilities, the personal skills and attributes required of candidates; and the practical aspects of running an election campaign. Parallel sessions will be run for candidates (on developing strategy, media relations and public speaking) and for campaign managers (on campaign planning and budgeting);
 - in the Papua and Highlands region workshops, involve a maximum of 40 participants (20 candidates and 20 campaign managers);
 - in the combined Momase/New Guinea Islands region workshop, involve a maximum of 50 participants (15 candidates and 15 campaign managers from Momase and 10 candidates and 10 campaign managers from New Guinea Islands);
- three (3) *candidate and preparation progress checks*, one in Papua region, one in Highlands region and one combined event for Momase and New Guinea Islands regions. These progress checks will:
 - be of two-days duration;
 - be conducted three months before the election;
 - involve the same participants and numbers as above;
 - focus on consolidating understandings from the initial workshops and, through small group reviews, identify campaign preparation issues

which require further attention. The progress checks will allow candidates and their campaign managers to exchange experiences and ideas;

- *campaign plan feedback sessions* in each region. This advisory service will be provided at one or two locations in each region for a two-day period immediately after writs are issued for the election. It will:
 - be provided on a drop-in basis, at a time when a candidates' opponents are known;
 - allow candidates and campaign managers to 'workshop' the mechanics of their campaign plan;
 - provide an independent, non-partisan 'sounding-board' advice at a critical point in the election campaign.

A *diagnostic workshop* will be conducted after the election to reflect on the performance of women candidates and to evaluate implementation of the Strategy.

Reach of the Strategy

The Strategy will provide training and technical support to 16 facilitators from regional civil society organisations, enabling

- a structured sequence of training and advisory services to be provided to 65 candidates and 65 campaign managers around the country; and
- partner organisations to provide similar assistance to other candidates and campaign workers, including those seeking election at local government level.

Stakeholders

The Office for the Development of Women, on behalf of the Department for Community Development, has taken the lead in developing this Strategy and will be the lead implementing agency.

The UNDP's Women in Leadership project and the ANU's Centre for Democratic Institutions¹ have provided technical assistance to support the development of the Strategy and will continue to provide such assistance during the implementation phase.

¹ CDI is funded by the Australian Government to support the strengthening of democratic institutions in PNG, Solomon Islands, Vanuatu, Indonesia and East Timor. CDI works with parliaments and political parties in these countries and has a strong gender focus in its work. CDI is based at the Australian National University and, in recent years, has provided training for women candidates in the Solomon Islands and in the Autonomous Region of Bougainville.

Other stakeholders during Strategy implementation will be:

- the PNG Electoral Commission and the Integrity of Political Parties and Candidates Commission, which will be invited to brief candidates on electoral and integrity obligations;
- registered political parties in PNG, which will be invited to brief candidates on their pre-selection processes and encouraged to endorse women candidates; and
- development partners with an interest in promoting women's political participation (including the Electoral Support Program, Strongim Pipol Strongim Nesen and UN Women), which will be invited to contribute resources and ideas in support of the Strategy.

Implementation Partners

Partnership with civil society organisations or networks in each region of PNG is a central feature of the Strategy.

Regional implementation partners will:

- nominate participants to the train the trainers workshop, where participants will be trained as co-facilitators for subsequent Strategy events;²
- help plan and organise the delivery of Strategy training and advisory events in their regions;
- identify and nominate candidates to participate in Strategy events; and
- be encouraged to provide training and advisory services (using Strategy methods and materials) to women candidates beyond the scope of this Strategy – for example, to candidates at local level government elections.

Civil society partners have already been identified in the Papua, Highlands and Momase regions (see Attachment A). Discussions are currently underway with potential partners in the New Guinea Islands region.

Strategy Development

ODW convened a workshop in Lae on 22 and 23 March 2011 to develop this Strategy. Representatives from national, regional and provincial women's

² Particular attention will be paid to inviting people who have previously participated in BRIDGE (Building Resources for Democracy, Governance and Elections) training.

organisations; from a number of political parties; from the National Research Institute; and from donor agencies participated in the workshop. The event was supported by UNDP and facilitated by CDI.

Workshop participants endorsed the training and advisory services described in this Strategy and called on the Government and its donor partners to take urgent, concerted action to:

1. increase the participation of women in politics in PNG; and
2. increase the representation of women in the National Parliament of PNG.

In particular, the Workshop urged the Government and its donor partners to commit resources to enable the immediate implementation of this Women Candidates Training Strategy, to maximise the chances of women being elected to Parliament at the 2012 elections.

Implementation Timeline

Date	Election Countdown	Activity
Apr – May 2011		Obtain endorsement of Strategy Confirm regional implementation budgets Secure financial support
Jun – Jul 2011	12 mths	Consult with regional implementation partners to identify co-facilitators Promote awareness of Strategy
Aug 2011		Conduct Train the Trainer Workshop for Facilitators
Sep 2011		Work with regional implementation partners to organise regional training workshops, including careful selection of potential candidates
Oct 2011		Conduct Papua Candidates and Campaign Managers Workshop
Nov-Dec 2011	6 mths	Conduct Highlands Candidates and Campaign Managers Workshop Conduct combined Momase & New Guinea Islands Candidates and Campaign Managers Workshop

Jan – Mar 2012		Work with regional implementation partners to organise regional progress checks
Apr 2012	3 mths	Conduct Papua Candidate & Preparation Progress Checks
May 2012		Conduct Highlands Candidate & Preparation Progress Checks Conduct combined Momase & New Guinea Islands Candidate & Preparation Progress Checks
Jun 2012	Approx 6 weeks before polling day	Conduct Campaign Plan Feedback sessions at drop-in centre(s) in each region
Jul 2012 (approx)	Polling Day	
Aug 2012		Commence evaluation of Strategy implementation
Sep-Oct 2012		Conduct post-election diagnostic Complete Strategy evaluation

Implementation Budget

Implementation of the Strategy is estimated to cost K1,896,000. A summary of the implementation budget is at Attachment B.

In addition to these local implementation costs, UNDP and CDI will continue to provide technical assistance to ODW to support the design and delivery of all Strategy events. The costs associated with this assistance will be borne by UNDP and CDI.

1 April 2011

CIVIL SOCIETY IMPLEMENTATION PARTNERS

Papua Region

Papua Hahine Social Action Forum

Contact: Susan Setae

Highlands Region

Provincial Women's Council Resource Centre (Technical Working Group established to coordinate Strategy implementation)

Contacts: Paula Mek & Sarah Garap

Momase Region

Soroptimists International (to lead a coalition of organisations in support of Strategy implementation)

Contacts: Nellie McLay & Molly Perry-Geno

New Guinea Islands Region

Currently in discussions with potential partners

STRATEGY IMPLEMENTATION BUDGET

	Cost (K)	Cost (\$A)
National Costs		
Strategy Promotion	248,000	92,461
Train the Trainers Workshop (Aug 2011)	89,830	33,491
Post-Election Diagnostic (Aug 2012)	125,830	46,913
sub-total	463,660	172,865
Papua Region Costs		
Planning Consultations (May-Jun 2011)	3,420	1,275
Candidates & Campaign Managers Workshop (Oct 2011)	236,912	88,327
Candidates & Preparation Progress Check (Apr 2012)	116,225	43,332
Campaign Plan Feedback Sessions (Jun 2012)	29,894	11,145
sub-total	386,450	144,078
Highlands Region Costs		
Planning Workshop (May-Jul 2011)	44,130	16,453
Candidates & Campaign Managers Workshop (Nov-Dec 2011)	232,512	86,687
Candidates & Preparation Progress Check (Apr 2012)	121,118	45,156
Campaign Plan Feedback Sessions (Jun 2012)	34,262	12,774
sub-total	432,021	161,069
Momase & NGI Region Costs		
Momase Planning Consultations (May-Jun 2011)	19,830	7,393
NGI Planning Consultations (May-Jun 2011)	19,830	7,393
Momase & NGI Combined Candidates & Campaign Managers Workshop (Nov-Dec 2011)	284,046	105,900
Momase & NGI Candidates & Preparation Progress Check (May 2012)	190,239	70,926
Momase Campaign Plan Feedback Sessions (Jun 2012)	30,492	11,368
NGI Campaign Plan Feedback Sessions (Jun 2012)	69,626	25,958
sub-total	614,063	228,938
Total Costs	1,896,193	706,950