



March 9-11, 2015  
Crowne Plaza Hotel, Port Moresby

### Draft Recommendations/Observations

#### **Panel One: PNG's International Commitments to Strengthen Women's Rights**

*At the international level, Papua New Guinea has committed itself to achieving gender equality, and eliminating all forms of discrimination and violence against women and girls. International conventions to which Papua New Guinea has signed on to include:*

- *The Millennium Development Goals and Sustainable Development Goals (Rio+20): A set of goals covering a broad range of development issues, including ending poverty and hunger, improving health and education, making cities more sustainable, combating climate change, and protecting oceans and forests;*
- *The Beijing Declaration and Platform for Action (Beijing+20): A comprehensive global policy framework to achieve gender equality, development, and peace; and*
- *The Convention on the Elimination of Discrimination against Women (CEDAW): A landmark international agreement that affirms principles of fundamental human rights and equality for women around the world.*

*How can these international mechanisms strengthen women's rights in PNG?*

#### **Recommendations/Observations**

- While the Department of Foreign Affairs (DFA) plays a major coordinating role to meet international reporting requirements, it needs to improve coordination with other government agencies and such as the Department for Community Development (DFCD) to strengthen linkages and coordination.
- Each responsible government agency should revisit its roles and responsibilities in terms of meeting international reporting requirements in order to avoid duplication, confusion, and misunderstanding. Communication links to be established and strengthened in order to improve information flow.
- As the responsible government agencies for gender equality and women's issues, DFCD and the Office for the Development of Women (ODW) should be given higher prominence in government and have their capacity increased. There should be a separate Ministry for Women's issues. ODW should be housed in the PM's department in order to give women's issues higher priority in government.

- Set up a national women’s house or resource center so all women can access information on any women’s issues from there.
- DFCD and DFA should convene a meeting immediately to prepare and coordinate PNG’s CEDAW reporting requirements which is already late. PNG also needs to address the nine concluding observations immediately. Recommend a need to revive and expand the TOR for the CEDAW Committee because this committee has an oversighting role for CEDAW Reporting.
- In terms of implementation of international conventions and policies, the policies should be operationalized to give implementers a clear direction. Linkages between government, development partners, CSO’s, FBO’s, NGO’s, and the private sector should be strengthened to improve coordination on women’s issues.
- NCW needs to improve its capacity to reach rural women and disseminate information to them. As part of this, the government should consider allocating additional resources to the Council and/or linking it with private sector partners who can help it achieve its goals.
- A legal body should be set up to provide pro bono legal services to women or else the public solicitor’s office should have a women’s desk to serve women clients only.
- Women in business should be allowed a space in a national forum to present their issues. (NB: Following this recommendation, participants were informed about the Development Partner’s Roundtable’s Gender Forum and that the Business Coalition for Women will be invited to the next one. Participants were not aware of the Technical Working Group on Women’s Economic Empowerment that exists within that Forum).

## **Panel Two: Decreasing Barriers to Education for Girls**

*Has “free education” improved girl’s enrollment in school and education quality? What else can we do to decrease barriers to education for girls?*

### **Recommendations/Observations**

- There needs to be research into the impact of free education and at how a compulsory education system might work in PNG. Policy is one thing – policing this would be hard. It is important to communicate to parents that they are responsible for making their child go to school.
- The composition of the school board needs to be reexamined to ensure that members are representative of the population and can articulate and address needs.
- “Leave no one behind” is a core principle of the post-2015 Millennium Development Goals (MDG) framework. While free education has been effective in getting more children into basic education it hadn’t gone as far as it could to address inequality, although more girls had enrolled, so had more boys. There is gender parity in the enrolment figures at elementary level but as girls get older they have less opportunity to go to school.
- Overcrowding is a concern in PNG, some girls come to school and there are 80 – 90 children in the classroom and they look for a place then see it is too crowded and they don’t go back to school.

- Improve transportation to schools. Remote areas of PNG have limited access to school. Many children have to walk for more than an hour to reach school. This is a concern for many parents of girls who worry about their safety.
- There is still not enough capacity to offer good quality education. PNG needs more teachers, more classrooms and more schools in rural areas from elementary to primary and secondary.
- Adapt to meet girl's requirements. As they get older it becomes more important to have private and clean toilet facilities. They need safe dormitory facilities if they have to stay away from home for school. Often it's at this stage that parents decide to keep the girls in the village because of safety concerns and because they help with the garden.
- In rural settings boarding is a concern. There is still a lot of abuse, intimidation, and violence aimed towards the girls that attend the rural schools. There are limited spaces so even if a girl is selected for school she may not be able to take up a place at grade 8 because the grade 10-12 dormitory places are prioritized.
- Get parents involved in their kid's education. Parental involvement and support for education has an impact on the success of the child and how long they stay in school. The parent's level of education also has an impact on girl's education. The more educated the parents are, the more they are likely to understand the importance of sending their daughters to school. It is also likely that they have a greater financial capacity to afford to send their children to school. We need to do more to get parents and kids interested in education. In the highlands in coffee picking season, for example, the schools are empty because the children want to make money not sit in school. They drop out because they are not interested.
- Children have poor nutrition so can't concentrate and they don't learn, parents don't understand the importance of education. Perhaps we need to feed children so they will come to school. Many other countries offer free breakfast and lunch programs for low income children.
- There are limited numbers of female teachers to act as role models.
- Security is a concern for girls and female teachers.
- Accommodations need to be made for disabled children. Double classrooms on two levels cannot be accessed by some children. Hearing impaired and blind children need specific resources in order to participate meaningfully in the class. Teachers are not always trained to understand the needs of disabled children and they can be segregated and stigmatized.
- Learning disabilities also need to be addressed. Sixty five percent of children in PNG have some form of disability if you include literacy and numeracy. Churches provide for children with special needs and there is 200 kina TFF for children with a disability. This is far too low.
- There is no policy in place to address adult literacy. There are quite a few girls between ages 16-21 that fall into this category but are too "old" for school. Recommend collecting data/statistics on girls/young women in this category to develop a policy on adult literacy and look at how programs can be implemented to address the issue.

## Panel Three: Partnering for Mentoring and Leadership Development

*How can we encourage mutually beneficial mentoring relationships amongst women and encourage partnerships to develop the next generation of women leaders?*

### Recommendations/Observations

- Women are concerned about ensuring continued leadership by women in rural areas in PNG. Mentoring can help to create succession plans so that young women can carry forward the legacy of older women leaders.
- The chances of achieving your goals are higher with a mentor. Women and girls will be confident and courageous to face the male dominated society because they know they have the support from other women folk who will stand by them, encourage them and help them go on through
- In order for effective mentoring to occur these are some of the things that were suggested that, there must be a connection or relationship between the mentor and the mentee as such relationships are conducive for proper mentoring to go on. There also has to be clarity of what mentoring is between the mentors and the mentees so as to avoid any misunderstandings.
- Mentors and mentees need to clearly outline expectations. Look for matches with chemistry and shared interests. Using a “shared leadership intergenerational mentoring model” (as suggested by the YWCA) allows for the mentors and mentees to share what is expected of each other in the whole mentoring process thus avoiding any inconveniences or conflicts from arising between the mentees, the mentors or other third parties that may come into play with either the mentee or the mentor.
- Look for opportunities for both formal and informal mentoring. Companies should look for opportunities in work place every day to create new generation of leadership by partnering senior employees with more junior staff. Remember that women can be mentors and mentees at the same time. Mentoring is not a linear process. Saw positive signs of fluidity in mentoring when women of all ages signed up to be both mentored and to be mentors during the breakout session.
- Need to overcome trust issues so that women can work together. Women described their vision for mentoring in PNG as women leading each other, trust and respect, networking, learning from each other, and working in a collective effort to enhance women issues in various capacities they serve in and not just leadership roles. Women should accept and leverage off each other’s strength’s instead of being divided by our differences. Love one another, forgive where offended, pray for each other, and work in partnership
- YWCA volunteered to coordinate a mentoring program for women from the Forum and women signed up as mentors and mentees during the breakout session (17 women signed up as mentees and 18 women signed up to be mentors).

## Panel Four: Increasing Women's Participation in the Public Service

*Women are underrepresented in decision-making roles within the public service in Papua New Guinea. How have women reached leadership positions and what can we learn from their experiences? What affect will recent public service reforms have on women's ability to climb the ranks?*

### Recommendations/Observations

- **Improved Information and Budget for GESI:** The Gender Equity and Social Inclusion (GESI) Policy was launched in 2013, and has been rolled out in Oro and West New Britain. Commitment is to women's participation as well as other marginalized groups including persons with disability. This rollout needs to continue country-wide and should be adopted at national and subnational level by line ministries responsible for executing it. However there is still a large amount of public servants in the rural areas who are unaware of the policy. It is noted that, not only is it a women's right to participate in decision making, but also that the public service sector can sometimes offer a stepping stone to future political participation.
- Accessibility to such information should be made available through a Help Desk which the Department of Personnel Management should provide in the provincial areas. The Help Desk will provide answers to frequently asked questions and also identify difficult situations faced by public servants in rural areas.
- The government should also provide funding (budget) for GESI. Effective implementation should be combined with monitoring against set benchmarks, including review of gender balance (using payroll rosters) at each pay scale.
- **Mentoring and Networking:** Mentoring structures should be set up to aid transition of skills and knowledge to younger public servants.
- Government departments should create or encourage activities such as job rotations within the key departments in order to build networks within the public service. This will encourage women to develop relationships among other professional women.
- **Gender equality:** Identify male advocates within the public service that will be advocates and build networks within their executive male counterparts to take lead and participate in awareness of gender equality within their work environment. Public sectors and private sectors should form partnership and promote gender equality in their workforce.
- **Security:** There is still an increasing rate of sexual harassment and violence within the workforce. Security is a big concern especially for women working in the rural areas. Public and private sectors should work together in order to ensure a safe working environment for women in both public and private sectors.
- **Public & Private Partnership:** Government departmental representatives must work together with the private sector as well as NGOs, churches and line agencies to engage with GESI policy. Recommend that there be strong linkages with FSVACs, FSCs and NGOs such as YWCA for gender training and referral.
- **Scholarships:** Women in public service across the Pacific face a major obstacle which is lack of qualifications for executive roles. Scholarship opportunities for women and persons with

disabilities to study abroad should be strengthened to encourage more women and persons with disabilities to apply. Upon completion of their studies, these scholars must be reintegrated into the workforce so that they can utilize their acquired knowledge and skills and contribute back to the public service. Currently, the government has recognized 20 emerging women leaders who are under training in the Queensland University, who will mentor upcoming women leaders in the provincial level. Again, proper mentoring and training facilities is required for empowered women to mentor other women.

- **Commitments to Follow-Up On:** Prime Minister O’Neil has committed to ensuring 30% representation of women in senior positions across the Public Service by 2017.

## Panel Five: PNG’s SME Policy and Financial Inclusion Efforts

*What is being done to increase financial literacy for women and to increase opportunities for women to own and operate businesses in Papua New Guinea? How can women access these opportunities? How will the government’s small and medium enterprise (SME) policy improve the business climate for women?*

### Recommendations/Observations

- As part of any training for financial literacy, the problem of illiteracy needs to be addressed with any initial training to provide literacy training first. Need to do more than just provide loans. Eighty percent of new businesses fail in the first five years. Training and coaching needs to be provided alongside loans, and existing training opportunities need to be linked up with loan opportunities. Use the radio to spread information as many rural women cannot read.
- A need for women's help groups, NGO's, and faith-based organizations to network together and synergies activities that promote financial literacy for women but also supports specific projects that target the way households can be encouraged to support their women folk and adopt a savings culture. Need a directory of training and loan services that women can access so that they know where they can get assistance/support.
- A call for the PNG SME Policy to be given more 'teeth' to allow for more user friendly loans facilities and rates from financial institutions. Make SME language easier to understand. A women in the rural areas is going to struggle when trying to understand the strategy.
- Basic training needed on banking. Women need help filling out forms for loans. Some struggle with just depositing and withdrawing money.
- Consider a “flea market approach” which would be the leasing of space in a warehouse for small business space. Consider a mobile vending businesses with trailers attached to vehicles.
- Rural areas need special attention as there is less economic opportunity for women there and less security for women to go out on their own to do business.
- Need increased education on entrepreneurship. We need to teach teachers on business skills and for young people to see entrepreneurship as a career path.
- **Commitment:** NDB volunteered to put together an incubation project for women similar to its “Young Entrepreneurs Scheme.”

## Panel Six: Using APEC to Increase Access to Markets for Women

*PNG will be hosting the Asia Pacific Economic Cooperation (APEC) Summit in 2018 and co-hosting (with the Philippines) the Policy Partnership on Women and the Economy (PPWE) in Port Moresby in May 2015. How can PNG's membership in APEC increase access to international markets for PNG business women? How can PNG-hosted APEC events create opportunities for women to sell their products?*

### Recommendations/Observations

- **Challenge:** How do we translate the good stuff/opportunities that APEC offers into practical effects on the ground in PNG?
- **Networking:** International summits such as APEC will increase women participation and networking. It also allows access to finance, markets, capital and women leadership. Need to find better ways to make sure women are aware of APEC-related opportunities. Encourage multisectoral engagement where the private sector, government, and NGOs work together to address economic issues that women face. Look at capacity building on value chain analysis, results based management, monitoring and evaluation, gender sensitivity, product development, and giving feedback to entrepreneurs through business clinics to critique proposals. Get women involved in opportunities such as APEC's Women Leaders Forum on the Environment.
- **Connectivity:** APEC also provides connectivity of cross-border markets and creating a chain of supply. Barriers of trade in PNG will be uplifted and open to other markets. It also encourages entrepreneurial skills through innovation and technology. There are a lot of good opportunities in information communication technology (ICT) on which we are missing out. There are pockets of opportunities in ICT and services that PNG can contribute to APEC. Do a better job about getting the word out at all levels on financial inclusion programs that are available.
- **Business Literacy (education):** Due to the country's high illiteracy rate, the population of both men and women need to be educated on business literacy. There is a lack of information on how to coordinate policies and incorporate them into national programs to address adult illiteracy. Encourage incorporating entrepreneurship and basic financial skills training at the high school and university level. Once literacy is addressed, we need to find a way to translate APEC's policies and opportunities into language that ordinary women understand so that they can take advantage. The principle of "cleaning the room before you go out to play" is a good premise for PNG to follow: create an enabling environment for women's economic empowerment in the country (local action) and then engage with the APEC community (international engagement).
- **Informal sector:** The majority of women are subsistence farmers. Their products such as vegetables, sweet potatoes, bilums etc. are not export worthy. Development of these PNG products is very vital in order to help these women export or have access to other markets.
- **Logistics:** Transportation and logistics in PNG is a major problem due to the lack of or deteriorating infrastructure. The government must improve our trade policies and put in place proper framework or structure to facilitate trade. For example; customs processes are long and time consuming. This creates a barriers to trade. Need to improve trade facilitation.

Someone has to be looking for connectivity for women. Ask Trade to look at creating a mechanism for this, especially as PNG enacts the SME policy and looks ahead toward developing a trade policy.

- **Structural Mechanisms:** Structural mechanisms to help women pursue entrepreneurship are lacking. Suggest creating a local-level trade commission. Innovation is there, we just need to connect the dots. Look at creating something like what exists in the Philippines with “One Village, One Product” to help people focus on product development and hook into opportunity. There is a clear demand for a desk that connects Asian women to PNG women. Follow-up on plans to make a Secretariat for women in ABAC. Caution: Government is not business; need to be clever as private sector gets engaged. Need to understand what value chains exist and what is possible. Ask who people can partner with in and out of PNG to provide needed services. Do the homework. Identify where gaps in service exist.
- **Melanesia Spearhead Group:** Existing mechanisms such as the MSG Preferential Trade Agreement should be used as a stepping stone to encourage women within these regional groups to work together and exchange ideas and create a chain of supply.

## Panel Seven: Change Makers – Stories of Leaders Who Have Made a Difference in Their Communities

*How can communities build buy-in/consensus among competing groups in order to make change?*

### Recommendations/Observations

- It is encouraging to see change gradually taking shape and form here in PNG. However, it is also necessary that government systems need to be developed and improved as this systems are barriers that disempowers people to progress and change the communities they live in or come from. With regards to the systems, it is also considered a need that more awareness on National Policies needs to be made in provincial and Local Levels and also these policies need to be made available for public use or information.
- People at the Provincial and Local Levels as well as everywhere else lack proper networking. This is a concern that has resonated for a long time by so many people both in the private and public sector and even amongst NGO’s. Everyone is working in isolation from one another thus there is a tendency for duplication of activities by individuals or groups. People need to network and connect with each other so that they are made aware of what someone else is doing from another, thus no duplication.
- Information about everything and anything that will empower women is paramount and a need for the women at the rural areas of PNG. However, although it is a need there is also a responsibility in place for those who are educated or are well informed about certain issues pertaining to women in PNG. Women need to help each other, educate and inform each other. There is no need to rely or wait on the government to help the women. As women it is up to us to help ourselves. Start with the little we know and can do and build from that.
- When speaking of change we need to also think of the role of the judiciary system and how it enables change in terms of justice in PNG communities, especially for women. In rural areas, in most cases you find men sitting at the negotiation table discussing legal issues relating to

land, logging, mining, fishing and so but you hardly find a women. And at the end of the day the women and children are victims to those decisions as they are a marginalized group in the legal process pertaining to development. Women need to be educated on the legal and judiciary processes of things, whether it be a resource development case or social welfare case, they need to be educated and informed so that they are empowered to make decisions as individuals as well.

- Change is essential for PNG if development and economic growth is to progress well. However, in order to actually see change take place there must be collaborative efforts by everyone in both the public and private sectors. The following are recommendations of creating a collaborative network; (1) mentoring is key for elder women to relinquish their roles and responsibilities to the young women, hence a succession plan and organization and systems do not disintegrate; (2) an accessible inventory directory of all women organizations and governmental institutions need to be made available for all women to access information and make contact to those they may require assistance from; (3) stop the in house fighting and (4) simply put all our differences aside and let's all work towards achieving quality work for ourselves, our women, our people and our country as a whole.

### Panel Eight: Know Your Rights – The Family Protection Act and Gender Based Violence Policy Reform

*In September 2013, the PNG government passed the Family Protection Act, which makes domestic violence a criminal offence and strengthens protection orders. Since that time, what has been done to make the public aware of the Act and what steps are being taken to incorporate the penalties and rights that the Act provides for into the justice system? What effect is the Act expected to have on gender based violence trends in Papua New Guinea? What effect will the government's plans for a gender based violence strategy have on Papua New Guinea?*

#### Recommendations/Observations

- **Implementation:** Government to consult with all relevant stakeholders on the development of the implementation of the legislation, and respond to views from stakeholders at the national and local level to strengthen ownership of implementation of the Act. The information on implementation must have a time line with identified outputs, responsible agencies, and clear monitoring plans.
- There needs to be a country wide implementation plan.
- **Coordination and consultation:** There should be strengthened coordination between relevant government agencies and stakeholders including CSOs, NGOs, faith based organizations and CBOs. There are current strategies including existing strategic plans, policies, and referral centers (help desks) and innovative practices being carried out which can be shared with all stakeholders.
- Existing networks of gender based violence stakeholders, volunteers and other advocacy groups such as university students, church based groups, and women's groups at the village level can be used to support with dissemination of information about the Act and implementation of the Act.
- The FPAC Committee to work with FSVAC on implementation of the Act.

- **Advocacy:** It is recommended that advocacy, capacity building, training and awareness should reach right down to the provincial level and include the following institutions and service providers; District and Village Courts Magistrates and support officers, Police, Counsellors, Welfare Officers, churches, health workers, CSOs, NGOs and CBOs. While government has a role to coordinate this advocacy, civil society groups, NGOs, faith based organizations and community based organizations also have a role to carry out awareness on the Act for communities throughout Papua New Guinea.
- There is a need for education, awareness and training at various levels on what the law is. In the community, women and men need to be aware of their rights and what the law says.
- Mechanisms to provide services at the village level such as one stop centers.
- Train the Police about the law and how they can implement it.
- Village Court Magistrates needs training including gender, gender budgeting and human rights training.
- At the Provincial government level, there is a need for education to fund implementation of the Act and integrate GBV into their planning.
- Need for Regulation and forms for IPOs and POs.
- While at the National Level, there is a draft GBV strategy, the government needs to adopt a comprehensive strategy.
- Leaders at the national level to be engaged.
- There needs to be a focus on women in urban areas, specifically urban settlements.
- There should be sharing of best practice strategies to address GBV.
- **Gaps/Challenges in the Act:** There is a need to develop laws that regulate matters related to domestic violence including domestic violence including laws on family matters, property, custody, access, and maintenance and customary laws.
- There are loopholes in the law, there needs to be a strategy that needs to address these loopholes. The Women’s Law Association has recommendations which are annexed to these recommendations. (Action: Get a copy of this annex)
- We need a comprehensive family law, overhaul all the archaic laws to make them meaningful for Papua New Guineans.
- There is a need to develop database mechanisms at the provincial level.

## Panel Nine: Combatting Sexual Violence Against Children

*Sexual violence increasingly impacts children in Papua New Guinea. What can be done to reverse this trend? What role does “compensation culture” play in access to justice?*

### Recommendations/Observations

- **Advocacy:** In conflict and disaster situations when government systems and functions don’t work, the Controller should be empowered to act as provincial administrators.
- Need to enact law on polygamy.
- Advocate that the Lukautim Pikinini Act provide for the Child Protection registry.
- Create policy to address the needs of refugees children.
- Create a policy to address the needs of children fathered and abandoned by loggers.

- Amend the Adoption Act to include single women as parents.
- Revise the current Compensation Act to provide compensation to the child for their needs rather than the tribe.
- Call on the PM to implement the Papua New Guinea Strategic Plan for Community Change and Healing from Violence-Related Trauma.
- Increase investment in social welfare.
- Create a mechanism to tie the issuance of visas/work permits/work agreements between the department of Labor and logging companies with performance on women and child protection.
- **Response – Health:** Roll out family Support Centers to all district health centres to increase the likelihood of GBV survivors accessing critical health services within 72 hours.
- Create a One Stop Crisis Centre where children who have experienced violence can access all services (health, legal, psychosocial, welfare) in one place.
- Improve Case Management for children to ensure that each child’s specific needs for rehabilitation are met. (see One Stop Crisis Centre above as one option)
- Develop counseling degree and Child Protection course at the University level.
- **Response – Legal:** Ensure that cases of violence against a child are taken forward by the State for prosecution and are not dependent on parents for prosecution. The State acts in loco parentis.
- **Prevention:** Address prevention with children and teachers through the school system. (Safe Schools model)
- Increase male involvement in prevention activities.
- Work with NICTA to better filter websites to decrease access to pornography sites and educate parents on how to activate parental control.
- Increase corporations’ ability to incorporate child protection through their Community Liaison especially within logging companies.
- **Data:** Develop a central database for all gender-based violence cases.

## Panel Ten: Innovative Projects to Combat Gender Based Violence

*What innovative methods are NGOs, the private sector, donors, and the government using to combat and prevent gender based violence?*

### Recommendations/Observations

*(Awaiting notes from notetakers)*

## Panel Eleven: Role of Planning in Empowering Women

*What role does family planning play in helping women to achieve their personal and professional goals? How do men affect women’s decisions regarding family planning?*

### Recommendations/Observations

- **Need for Family Planning:** High birth rate. High number unplanned and unwanted pregnancies. Gains with family planning: better childcare, education, family health and financial resources
- **Need for Implementation of National Family Planning Policy:** Policy was launched in 2014 by the Department of National Health. Need to see it actualized. All couples and individuals should have free access to quality, comprehensive, and safe family planning with no required consents. Look at adapting the policy in accordance with discussion at the Forum. Marriage age should be raised to 18. Need for more discussion about abortion policy.
- **Implementation should be at all levels:** Government health centers and NGOs (Susu Mamas, Marie Stopes).
- **Need reproductive health education all levels for both men and women:** Include education within the Family, homes, schools, health facilities, and faith-based organizations. Need to educate workers, health, parliamentarians, provincial and local government.
- **Need training for health workers on family planning and sexual reproductive health (SRH) clinical skills:** Government health workers need to be trained in SRH skills. This should be included in their training curriculum.
- **Need increased communication about family planning:** Within couples and throughout the general population. Health facilities need to do more to communicate with the public, especially in rural areas.
- **Adolescent sexual reproductive health needs to receive priority attention:** Need to make clinics “youth friendly” by ensuring privacy and confidentiality are upheld. Increase awareness and knowledge of reproductive rights. Improve access to information on SRH and family planning.

## Panel Twelve: Developing Male Advocates Against Gender Based Violence

*How can Papua New Guinean men help each other respect women and be positive role models for young men?*

### Recommendations/Observations

- Men use power and money to get women, but men deprive women of good life.
- Behavior at home is most critical, personal change, and reflection. Role of fathers and their job in raising the children. Women are trying to meet the men half way and take responsibility for challenges at home, but if men are not willing or able, then little progress can be made.
- Explore alternative dispute resolution. Best idea is for families to find a mediation process that works for them. But trying to recognize how the mediation process works after the damage has been done may be counterproductive.
- Concerns voiced that men need to spread the word themselves, not women. It is men’s problem.
- A gender sensitive police force, ministry, and education courses that will challenge gender roles and help alleviate suffering.
- Need a youth resource center, community center to develop and implement holistic practices for healing minds and bodies. Developing healthy male adults.

- Call for a “Men’s Forum” or another space for men to get together and discuss how to prevent violence against women.
- **Challenges:** These things take time, and men change at generation. It is a long, long road and process. How do we standardize reporting worldwide? Statistics provide little measure of real challenges faced by women everywhere. Severe underreporting. Compensation culture, and the role of police, the fact that men are police and how this effects how challenges are addressed. What is the role of churches in these attacks, and what can the churches do to help in this fight?