



FemiliPNG

care. support. change.

ANNUAL REPORT 2019–20

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A letter from Femili PNG

Despite the challenges posed by the COVID-19 pandemic, the last year has been a significant one for Femili PNG.

As an organisation, we have continued to grow, both in staffing levels and client intake. Since operations began in Port Moresby as part of the Bel isi PNG Initiative, Femili PNG's capacity and staff numbers has substantially increased. In 2019-20, Femili PNG assisted 968 clients across both of our centres, up significantly from 733 the previous year due to the expansion.

As Femili PNG has expanded into new areas, it has also continued to coordinate and collaborate with partners, communities, business and NGOs. The upcoming expansion to Goroka will begin in 2020-21 and will provide additional opportunities for growth. Our Goroka outpost will assist survivors of family and sexual violence (FSV) in the Eastern Highlands.

Reflecting on Femili PNG's growth over the past six years, we are proud of the important work being done. Ultimately, it is rewarding to see the positive effects on clients' lives through our work empowering survivors of FSV.

Femili PNG is thankful to our many donors, supporters, and partners in PNG and abroad. The support we receive is critical to our work, which could not be done without it. Femili PNG is particularly grateful to the Australian Government in partnership with the Government of PNG as part of the Pacific Women Shaping Pacific Development program as our main donor. Femili PNG appreciates the support received from donors like Mundango Abroad and Digicel Foundation for supporting outreach and training programs respectively, and Oil Search Foundation and UNDP in PNG for assistance during the COVID-19 pandemic.

This year has seen further development of our training and outreach. Awareness-raising and training sessions reached thousands of people this year, informing the public about FSV, child abuse, the related laws, their rights, and responding to potential instances of FSV or child abuse. Though in-person outreach was restricted by COVID-19 from early 2020 onwards, our awareness-raising and training sessions have reached over 30,000 people in the past 12 months.

Through recent challenges, we also continue to appreciate the support from everyone, including businesses, NGOs, faith-based organisations, communities and individuals who have contributed one way or another to our work. We offer tax deductible donations in both Australia and PNG – if you would like to support us, please visit www.femili.org/donate/. If you are interested in learning more about Femili PNG, joining our mailing list, volunteering or fundraising for us, please contact friends@femilipng.org

Thank you,




Stephen Howes
Chair of the Board




Daisy G Plana
*CEO and Senior
Social Worker*




Denga Ilave
*Operations Director,
Lae*




Konnie Yoifa
*Operations Director,
Port Moresby*



Photo: Femili PNG Board (Absent: Stephanie Copus-Campbell)

Introduction

Femili PNG is a Papua New Guinean NGO operating in Lae and Port Moresby to assist survivors of FSV and child abuse. Our vision is to provide effective client services and foster strong partnerships to address FSV in PNG.

This report covers the period from 1 July 2019 to 30 June 2020, and is our seventh annual report.

After beginning operations in Port Moresby as part of the Bel isi PNG Initiative, Femili PNG focused on strengthening our internal capabilities and developing additional partnerships with government, NGOs, businesses, and community groups in 2019-20. There was also a focus on improving our capacity for monitoring the outcomes of Femili PNG's casework, longer-term trends, and our client profile.

Femili PNG has continued working closely with our partners, both for project support and referrals. The Australian Government in partnership with the Government of Papua New Guinea as part of the Pacific Women Shaping Pacific Development program (*Pacific Women*) have continued to fund our operations. We have continued to work closely in partnership with Oil Search Foundation (OSF), the National Capital District Commission, Business Coalition for Women, referral service providers, and the private sector to improve services for clients and advocate for change in Port Moresby.

Though impacted by COVID-19, Femili PNG's casework services adjusted to meet public health requirements and continued to see clients, particularly as walk-in clients remained a large proportion of intakes. Our outreach and training efforts have been concentrated on working with vulnerable people throughout the pandemic, by distributing PPE and raising awareness for public safety measures for those particularly at risk of FSV in the community.

Femili PNG has also been planning an expansion of casework services in Goroka, Eastern Highlands Province, due to begin services in the next financial year.

Highlights

2019-20 was a year of progress and growth for Femili PNG. Some highlights were:

- The Lae case management centre (CMC) assisted 527 clients, which was consistent with previous years despite increased precautionary measures in response to COVID-19. Port Moresby CMC had its first full year of operation and saw a sharp increase in demand from 185 in 2018-19 to 441 in 2019-20.
- Across both centres, there were 909 new cases handled by Femili PNG (473 in Lae, 436 in Port Moresby), 59 reopened cases (54 in Lae, 5 in Port Moresby), and 10,660 follow-up consultations (6,777 in Lae, 3,883 in Port Moresby).
- In 2019-20, there were 254 interim protection orders (IPOs) granted (151 from Lae, 103 from Port Moresby) and 125 permanent protection orders (POs) granted (83 from Lae, 42 from Port Moresby) to Femili PNG clients.
- Femili PNG supported the repatriation and reintegration of 79 clients (56 women, 7 male children and 16 female children), as well as child dependents.
- In 2019-20, a total of 120 clients were supported at the Bel isi safe house in Port Moresby.
- Femili PNG delivered awareness raising sessions to 31,373 people over 149 sessions. These sessions focused on informing people about FSV, child abuse, the law, their rights, and responding to potential instances of FSV or child abuse.
- Femili PNG conducted 10 partner training sessions to 281 participants, which for the first time included training to schools and teachers.
- In 2019-20, Femili PNG raised PGK 580,960 in cash and in-kind services valued at PGK 1,288,977 through non-DFAT sources. This included local fundraising among Femili PNG staff and stakeholders. In-kind donations were valued at approximately PGK 10,521 for the period.
- Developed and agreed to a new Strategic Plan 2020-21 to 2024-25 to set the direction for the organisation over the next five years.
- Development of expansion plans for casework services in Goroka, Eastern Highlands Province.



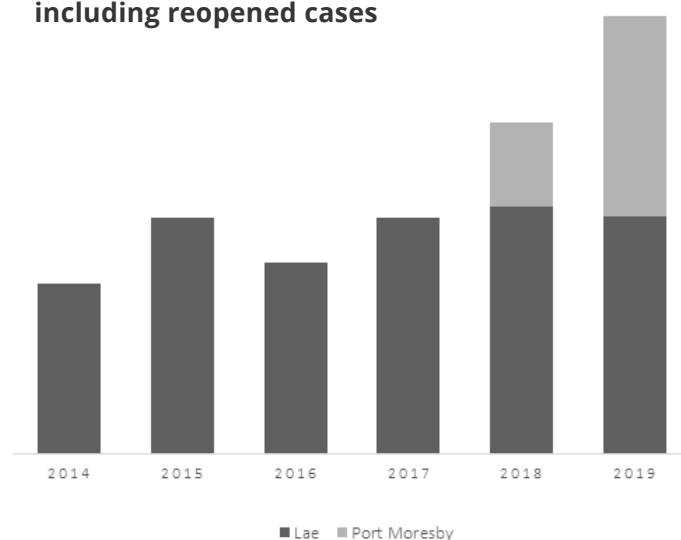
Our work with survivors

Femili PNG fills a gap in support and services for FSV survivors in PNG. Our caseworkers work directly with survivors to ensure that they are able to access services that they need. This includes both referrals to service providers like police, health care centres, courts and welfare, and direct support like counselling, safe accommodation or legal advice.

Part of Femili PNG's role is to facilitate working relationships with partners so that clients are able to access critical services like safe house accommodation, police and legal services, and medical care. How we have facilitated these partnerships is outlined in the next section.

Total cases by year

including reopened cases



New clients in 2019-20

excluding reopened cases

Case management

Case management continued to be Femili PNG's focus throughout 2019-20. We assisted 527 clients through the Lae CMC, which was consistent with previous years despite increased COVID-19 precautionary measures. Port Moresby CMC saw an increase in demand from 185 in 2018-19 to 441 in 2019-20 as its first full year of operation.

	Lae	POM	Total
Without disability	441	360	801
Male adult	14	12	26
Female adult	368	310	678
Male child	13	7	20
Female child	46	31	77
With disability	32	76	108
Male adult	1	4	5
Female adult	28	70	98
Male child	0	1	1
Female child	3	1	4
Total	473	436	909

Cause of referral to Femili PNG

	Lae	POM	Total
Child abuse	11.6%	8.4%	10.7%
IPV	83.1%	87.5%	85.1%
non-IPV sexual violence	2.1%	1.8%	2.0%
Sorcery-related	3.0%	1.1%	2.2%
Other	0.2%	1.1%	0.6%

Consistent with previous years, intimate partner violence (IPV) and child abuse remain a key cause for referral.

Sorcery accusation related violence (SARV) also saw an increase, though remains a relatively small proportion of total cases (1% in 2018-19 to 3% in 2019-20).

Main source of referral to Femili PNG

	Lae		POM	
Walk-in	248	47.06%	83	18.82%
Health	150	28.46%	16	3.63%
Police	72	13.66%	151	34.24%
Safe house	28	5.31%	19	4.31%
Courts	10	1.90%	10	2.27%
FBO/NGO	1	0.19%	8	1.81%
Community leaders	3	0.57%	0	0.00%
Welfare	4	0.76%	10	2.27%
Business Houses	3	0.57%	94	21.32%
Social media	0	0.00%	4	0.91%
Other	8	1.52%	46	10.43%

Clients continue to be referred to Femili PNG through a variety of sources. Walk-in clients remain the highest overall source and continue to increase. Notably in Lae, walk-in clients make up almost half of the total referral sources.

For Port Moresby the most significant increase was in referrals from police, from 25 (18%) in 2018-19 to 151 (34%) in 2019-20. Business house referrals in Port Moresby are higher than Lae due to the Bel isi PNG Initiative.



Main outcomes for clients

Outcome	Lae	POM	Total
Court referrals	249	249	498
IPO granted	151	103	254
PO granted	83	42	125
Warrant of arrest granted	5	1	6
Other court outcome	105	154	259
Medical referrals	130	54	184
Obtained medical report	18	2	20
Received treatment/care	71	29	100
Police referrals	214	180	394
IPO summons served	29	46	75
Perpetrator arrested	20	11	31
Case filed and investigated	61	56	117
Other police outcomes	23	12	35
Welfare referrals	85	63	148
Removal order acquired	3	2	5
Counselling of client or parent/s	11	3	14
Welfare assisted in re-integration	8	3	11
Other welfare	36	23	59
Specialised care referrals	7	21	28
Counselling	1	2	3
Other specialised care services	1	2	3

In Lae, caseworkers conducted 5,164 follow up consultations with clients or family, as well as 2,786 follow-up consultations with a referred service provider. In Port Moresby, we conducted 3,221 follow-ups with clients or family and 1,768 follow-up consultations with a referred service provider.

Cases vary in complexity depending on client needs. For a complex case, clients will be seen or followed up with multiple times.

Repatriation cases remain some of the most complex and difficult. Repatriation typically involves family tracing, coordination of partners, negotiation with local communities, provision of skills and training, start-up resources for establishing reintegration, or any combination of these as necessary for the individual client. In 2019-20, Femili PNG supported the repatriation and reintegration of 79 clients (56 women, 7 male children, and 16 female children), as well as child dependents.



Photo: Socially distanced training at a Lae Secondary School in 2020

Bel isi Safe House

In the last financial year, the Bel isi Safe House provided safe accommodation to a total of 120 clients and their dependents.

The Bel isi Safe House has 12 rooms for client use: eight bedrooms with two beds each, a transit room, and three rooms are provided for consultations. Other facilities for use include a TV room, laundry area, office for staff, bathrooms and toilets (including one bathroom and toilet for people with disability), kitchen and outdoor living area.

In addition to the large-scale infrastructure support received from partners such as Steamships and BSP, the Bel isi PNG Initiative received donations during the reporting period to support safe house operations including:

- OSF made a cash donation of PGK123,012.10 to Femili PNG to assist with operations during the COVID-19 pandemic. The funds were raised as part of a Dublin Marathon fundraiser organised by OSF with the assistance of Friends of Femili PNG in Australia.
- OSF and Exxon Mobil staff donated Christmas gifts for safe house clients.
- 9 Mile Agro Farm continues to make regular in-kind donations of fruit and vegetables.
- NCD FSVAC donated food and toiletries during the PNG COVID-19 state of emergency.
- In-kind donation of food and diapers from a former client's sister.

Client satisfaction

We also monitor the satisfaction of clients with Femili PNG services. Fifty clients were interviewed in 2019-20 and all expressed satisfaction with Femili PNG. Forty-seven expressed satisfaction with the referral sector.

Many of the sectoral issues raised by clients were structural, such as the extended wait times for provision of IPOs or POs. Satisfaction surveys are used as a basis for further research and advocacy for reform.

Femili PNG published the client feedback trends from our Lae operations in the *Client Satisfaction Survey Report 2016-20*. This report is available on the Femili PNG website.

Femili PNG and Bel isi: Shay's story*

Before Shay* started experiencing abuse, she described her husband as a good and loving person who would show her off to the world. She always felt a sense of assurance whenever he would tell her that she was the answer to his prayers. She was loved and safe.

Things started to change after Shay moved in to live with her husband after their children were born. Shay was subjected to ongoing physical, emotional, verbal and sexual abuse by her partner. Shay was drained emotionally and mentally. She said, "I often thought to myself, he liked me and took me as his wife, and why is he treating me like I'm his enemy." The ongoing abuse from her partner affected her children and her state of mind at work.

With help from her employer, Shay was referred to the Bel isi PNG Case Management Centre (operated by Femili PNG). A case worker provided the support she needed and assisted her with to obtain an Interim Protection Order (IPO), which was successfully converted to a Permanent Protection Order (PO). Upon intake, she was considered high-risk and was provided safe accommodation. In the process of helping her, the Welfare office facilitated mediation between Shay and her husband.

After the PO hearing, Shay's husband realised the harm he had caused her and admitted to Shay that he wanted to fix things. The couple went through a month of counselling and realised that they needed to work on their communication and respect for each other. They attended a marriage seminar facilitated by the Boroko Baptist Church which was also helpful for them.

Shay said that after getting the PO, she has seen her partner change and try to be a better husband and father. She said that their children are happier now than before. She added, "he communicates well with our children, and they also communicate well with him."

It can be challenging sometimes, but Shay and her husband continue to work on their marriage and look at the best interest of their family. This has shown that POs can be effective in changing the perpetrator's behaviour for the best interest of the family.

The Bel isi PNG initiative is an innovative public private civil society partnership. It is supported by the Australian Government in partnership with the Government of Papua New Guinea through the Pacific Women Shaping Pacific Development program, National Capital District Commission, Business Coalition for Women, Bank of South Pacific, Steamships Trading Co, G4S and Oil Search Foundation.

**Not her real name*

Technical expertise and training

Femili PNG actively prioritises the development of staff skills and technical expertise.

Despite the challenges posed by COVID-19, support to increase the capabilities and capacity of staff included:

- Lae Case Work Manager and In-house Lawyer attended two-week training on child protection facilitated by Provincial Welfare and National Community Development.
- Femili PNG held its first Case Management Reflections Workshop in October 2019. Fifteen case management staff from Port Moresby and Lae attended the workshop. At the end of the workshop, participants agreed that the activity had provided the opportunity to reflect on individual progress, successes and challenges, areas where each team is doing well and areas to improve. A second workshop to be held in April 2020 for remaining case management staff was postponed due to COVID-19.
- Eleven case management staff from Lae and Port Moresby projects participated in a three-day Case Management Refresher Training in Lae in December 2019. Participants expressed their gratitude for the training; long-time staff acknowledged that it had re-equipped them in working with clients, while new staff expressed their appreciation of the training allowing them to better serve survivors of FSV.
- The Communications and Fundraising Officer undertook a professional development trip to Australia in July 2019.
- CEO with Lae and POM Child Protection Officers (CPOs) attended the Child Protection Network Foundation's International Conference in the Philippines in December 2019.
- Other staff were supported in paralegal and computer training at Mapex Training Institute.



Photo: Jonica Jay and Fiona Gunn speak to the Australian Attorney General's Department

Our work with partners

Strong partnerships are the key element in Femili PNG's ability to help clients navigate through the FSV response system and achieve their goals.

Some of the ways we have worked with partners this year included: supporting sector coordination; training partners where technical expertise is required; and strategic resourcing to provide better outcomes for survivors of FSV. We have also used and made available Femili PNG information and expertise for external research.

Supporting sector coordination

Femili PNG works closely with FSV stakeholders in Lae and Port Moresby, participating in ongoing Family and Sexual Violence Action Committee (FSVAC) meetings and convening core service provider meetings, which included police, welfare, safe houses and other key partners.

This year also presented unique opportunities for coordinating with partners, including:

- **Meeting with the Seventh Day Adventist (SDA) Church leaders in Lae**, which resulted in the approval for establishing refuge accommodation for women and children under the auspices of its church. Femili PNG later assisted with purchasing building supplies and training for staff to operate a safe house.
- **Ongoing support during COVID-19**, which included providing COVID-19 and FSV awareness materials to partners such as police, welfare, courts, medical services, and others in Lae and Port Moresby. With the support of the UNDP and OSF/Friends of Femili PNG, partners were also supported with PPE, disinfectant and other materials to assist them in continuing their work during the pandemic.
- **Meeting with stakeholders in Goroka, Eastern Highlands Province** in 27-29 May 2020. The Femili PNG team met with Welfare, Goroka FSVU, Oxfam, Meri Safe Haus, KUSWA, and a previously repatriated client.



Photo: Daisy Plana, Femili PNG CEO

Partner training

Training and technical support remains a key way in which we support the growth of partner service providers.

Femili PNG conducted the following external training sessions:

- **Morobe Mission Seventh Day Adventist (SDA) Church** – Femili PNG facilitated three training sessions to church leaders at 2 mile SDA Mission in August 2019.
- **Yanga Village Law & Order Committees** – Femili PNG conducted three days of sensitisation training on FSV, gender-based violence and related laws in September 2019 to participants from the Yanga Village Law & Order Committees and Ahi LLG Village Court Magistrate.
- **Eastern Highlands Police** – Femili PNG conducted four days of training on FSV-related laws and trauma-informed care to police officers in Goroka in October 2019. During closing remarks, the Police Station Commander requested further training for out-stationed officers to ensure that all police are educated on FSV-related laws, which will assist them to lay appropriate charges.
- **Port Moresby Safe Houses** – Femili PNG facilitated three days of training on trauma-informed care in October 2019 to safe house staff from June Valley SDA Safe House, Haus Ruth and Kaugere.
- **Bank of the South Pacific (BSP)** – Femili PNG ran two days of training for senior and line managers in Port Moresby on November 2019. The participants had volunteered to be on the BSP contact point team for FSV survivors. The training aimed to support contact points to engage and support survivors in a way that is sensitive to their experiences and current situation, and ensure affected employees are empowered to make informed decisions and engage with service providers.
- **Morobe Empowerment Youth Organisation** – Femili PNG conducted three days of sensitisation training on FSV and related laws to members of the youth organisation on December 2019.
- **Salamaua LLG Community Leaders Training** – Femili PNG conducted FSV sensitisation and related laws training to community leaders in Salamaua LLG in February 2020.
- **Lae Miles Community Leaders Training** – Femili PNG conducted FSV sensitisation and related laws training to community leaders and youth representatives in the Ward 4 area of Lae Urban LLG in March 2020.
- **Lae Secondary School teachers** – At the request of the school principal, Femili PNG trained teachers on FSV and child abuse at Lae Secondary School in April 2020.
- **National Agriculture Research Institute (NARI) Rice Field Community Leaders Training** - Femili PNG conducted FSV sensitisation and related laws training to community leaders at the NARI Rice Field Settlement at 10 mile in June 2020.

Strategic resourcing of partners

Femili PNG continues to provide resourcing to partners where there is a clearly identified need and where this resourcing will directly assist survivors of FSV. In 2019-20, this support included the donation of PPE to partners in Lae (hand sanitisers, facemasks, bleach, dishes and bottles, information posters from the World Health Organisation) and the purchase of building materials for the construction of emergency accommodation by the SDA Safe House.

Our ongoing support to partners is focused on the improvement of capacity for service providers, such as providing resources so government departments are able to assist with repatriation or protection order enforcement. This support included purchasing fuel for police vehicles on written request from specific police departments. Femili PNG also provided stationery to the Sexual Offences Squad, Police Prosecutions Office, and CID Lae Central Police Station to complete legal documentation for FSV cases. Femili PNG also donated office supplies to 3-Mile Police Station and Malahang Police Station. When a client is repatriated, Femili PNG also supports police and welfare officer costs, which usually includes food, fuel and accommodation.

Payment of Closed User Group (CUG) monthly phone bills and provision of new mobile phones are also provided for FSV agencies. This CUG includes our core partners: the Family Support Centre, Family Resource Centre, Yana Advocacy, China Town Police, 3-Mile Police and Centre of Mercy (Health Centre).

Eastern Highlands Police Sensitisation Training

Twenty-one police officers attended the four-day sensitisation training on FSV and related laws, and trauma-informed care in Goroka in October 2019. The participants were from the Goroka Family and Sexual Violence Unit (FSVU) and sub-stations in Kainantu, Aiyura, Henganofi, Water Bung, Asaro and Yonki in Eastern Highlands Province. The training was facilitated by Femili PNG. Constable Knighton Philipus from Goroka FSVU said he felt empowered after the training:

“This training is very helpful to me.

I was only trained to be a police man and enforce the law.”

One of the female officers who attended, Constable Marthalyn Ena was also very grateful for the training. She said that in some situations, officers do not know how to control emotions or realise that this can increase the trauma for survivors of FSV.

The training ended with Femili PNG CEO Daisy Plana giving the closing remarks and expressing her appreciation, as Femili PNG's first case was supported by the Goroka police. She added, “the only goal we have is to work with partners and improve access to services for survivors.”

Monitoring and evaluation

From 1 July 2019, Femili PNG moved to online management of client information through a data platform. The new system involves Information Officers in Lae and Port Moresby entering client forms into a survey interface on a tablet. The completed forms are 'synced' and uploaded to the secure data platform.

In 2019-20, we worked to operationalise the data platform and increase its effectiveness and ease of use. From July - December 2019, staff concentrated on ensuring the accuracy of the data and developing tools to automatically generate reports. In January - June 2020, a project was undertaken to improve the functionality of Femili PNG client forms and reporting was further refined.

Research

Femili PNG has continued to support research projects into FSV in PNG in 2019-20. These projects inform our practices and objectives internally, as well as providing a powerful advocacy tool for the organisation:

- 1 Second phase of protection order research led by Dr Judy Putt and Lindy Kanan from the Department of Pacific Affairs at the Australian National University (ANU) - the research is being conducted in Lae, Port Moresby, Popondetta, Mt Hagen and Bougainville on the use and efficacy of protection orders. In 2019-20, Femili PNG is assisted by facilitating follow-up interviews with clients in Lae and Port Moresby, and providing data on IPOs and POs.

The research will be published in 2020-21. Researcher Lindy Kanan and Lae Senior Provincial Magistrate, Mr Pious Tapil, presented the findings from the first stage of research at the PNG Update on 8 August 2019. The presentation is available here:

www.femilipng.org/familyprotection-order-research-presented-at-the-2019-png-update/

- 2 SARV research conducted by Dr Miranda Forsyth from the ANU - ongoing into 2020. Femili PNG staff have provided data on SARV cases. Femili PNG was invited to present at a conference on SARV in Madang in June 2020 organised by the researchers. The conference has been postponed due to COVID-19.

- 3 Second phase of family violence research coordinated by Dr Michelle Nayahamui Rooney from ANU and including researchers from UPNG and UNITECH – this research focuses on male perspectives to FSV. The researchers interviewed Femili PNG staff and we provided case management services to research participants.

The research was highlighted at the PNG Update in August 2019, with the presentation available online here: <http://devpolicy.org/2019-PNGUpdate/Presentations/Day-2-Plenary-session-PNG-Up>

Our work with communities

Outreach and community education

Femili PNG conducts outreach sessions to increase awareness on FSV, related laws, rights of survivors, and available services. In 2019-20, the Femili PNG Outreach team conducted 149 awareness-raising sessions at 122 venues and locations with a total number of 31,373 individuals reached.

Combined awareness raising statistics from 1 July 2019 - 30 June 2020

Date	No. of sessions	PLWD								Total
		MA	FA	MC	FC	MA	FA	MC	FC	
1 July 19 - 30 June 20	149	5,767	7,271	8,199	9,282	274	194	197	189	31,373

MA: Male adult

FA: Female adult

MC: Male child

FC: Female child

PLWD: People living with disabilities

Note: only children aged 6 and over are included in the attendance figures.

Of these figures, three outreach sessions were delivered to 83 participants at business houses; 71 sessions to 13,451 people in communities, villages and markets; 38 sessions were delivered to 12,378 participants in schools; 31 sessions to 3,460 people at health centres; and six awareness sessions were delivered to 2,001 people at special events.

The special events included:

- **Universal Children's Day** – 20 November 2019. Femili PNG's Outreach team worked with teachers from Tanam SDA primary school to create a program for the day. Invited guests spoke about child protection issues and encouraged children to report abuse, seek help and persevere with their studies.
- **International Day for Elimination of Violence against Women** – 25 November 2019. Femili PNG set up an information booth at the Lae event organised by UN Women and Soroptomist International. Femili PNG also marched with partners, NGOs, FBOs, schools and the public from Lae botanical garden to Eriku oval.
- **International Day for People with Disability** – 3 December 2019, presented in partnership with the Morobe Inclusive Education Resource Centre. The activity was supported by donations from businesses.
- **Morobe Show** – 12-13 October 2019. Femili PNG set up a booth at the Morobe Show to provide information on FSV, child abuse, child protection and Femili PNG's services. A 'Kid's Corner' was also set up and activities for children were organised. A 'zero tolerance to forms of violence' pledge activity was conducted with 224 adults and 258 children.

- **International Human Rights Day** – Femili PNG Outreach team set up a booth to provide information to the public at the event organised by Morobe FSVAC.
- **Lagatoi Corporate Challenge:** 29 February – 1 March 2020, Port Moresby. The two-day event took place at the Port Moresby Tennis Club Femili PNG set up a booth and provided information to participants.
- **Hevea Cup & Wellness Expo:** 5 - 7 March 2020, Port Moresby. The three-day event took place at the National Football Stadium in Port Moresby. Femili PNG staff manned an information booth for three days.

Outreach activities in early 2020 were constrained by the threat of COVID-19. The State of Emergency in PNG limited the Outreach team's travel and many events were cancelled. During this time, Femili PNG's Training and Outreach team worked on:

- Developing new outreach program modules specifically targeted at survivors and their dependents staying in emergency accommodation.
- Developing a plan to set up "FSV Corners" in businesses and schools, where staff and students can access printed information about FSV, the related laws and Femili PNG's services.
- Working alongside partners such as police, safe houses and other NGOs to print and disseminate WHO COVID-19 prevention posters and information on Femili PNG services.
- Working with service providers to provide COVID-19 and FSV awareness material and necessities to people living with a disability / living with HIV.



Photos: FSV awareness sessions

FSV awareness to Trend Media staff

Femili PNG's Communications & Fundraising Officer and the Community & Outreach Officer conducted an awareness session to 31 staff of Trend Media in Lae on 15 June 2020. The session covered Femili PNG services, the different forms of FSV and child abuse, available services for survivors of FSV, with an emphasis on child protection. The session included a dialogue between Femili PNG and Trend Media staff, discussing the awareness topics covered, and the issue of FSV in PNG.

Trend Media staff thanked Femili PNG team for the awareness raised, and appreciated the information.

After the discussion, Trend Media staff purchased Femili PNG's 'stop violence' promotional fundraising mugs and shirts. The Trend Media team also set up an FSV corner with the IEC materials provided during the awareness session so that this information is available to all of their staff.

Advocacy

Femili PNG continues to advocate for change so that survivors can be better supported and live a life free from violence. In 2019-20, this has included:

- Regularly meeting with stakeholders in government and the community to discuss law, its implementation, and services available to FSV survivors.
- Participating in promotional events.
- Coordinating with FSVAC for approaches to FSV and advocacy strategy.
- Outreach to media agencies, PNG and Australian government, and other bodies for public support and awareness.

Communications

Femili PNG reaches out to survivors, donors, partners and other stakeholders through our website, brochures, printed and online newsletters, social media, and international and local media coverage. Communications highlights for 2019-20 included:

- Increase in social media presence, from 5,802 to 6,098 followers on Facebook and 568 to 738 followers on Twitter. Social media remains another way in which survivors contact Femili PNG for support.
- We continue to provide updates to partners and the public through regular e-newsletters (1665 subscribers) and printed newsletters (roughly 500 per quarter).
- Femili PNG has developed information brochures which are distributed at awareness and training sessions.
- Femili PNG's website is updated regularly with recent news, research and announcements: www.femilipng.org

Media mentions

Femili PNG continues to be featured in media in PNG and Australia:

- 'How girl from remote PNG survived a fire in Land Dispute.' ABC Australia, 15 August 2019.
<https://www.abc.net.au/news/2019-08-15/how-girl-from-remote-png-survived-a-fire-in-land-dispute-attack/11412190>
- 'New steps in a nation's quest to end family violence,' The Sydney Morning Herald, 13 October 2019.
<https://www.smh.com.au/world/oceania/new-steps-in-a-nation-s-quest-to-end-family-violence-20191010-p52zcw.html>
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- 'Bel isi PNG donate essential equipment to Family and Sexual Violence Unit,' EMTV Online, 1 June 2020.
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- 'Manning Directs Investigation Into Police Handling Of Torture And Murder Of Jennelyn,' Post Courier, 30 June 2020.
<https://postcourier.com.pg/manning-directs-investigation-into-police-handling-of-torture-and-murder-of-jennelyn/>
- 'Police to Investigate Handling of Case,' The National, 30 June 2020.
<https://www.thenational.com.pg/police-to-investigate-handling-of-case/>

Staffing

Femili PNG has gradually increased staffing in 2019-20 across its three locations. With an additional 3 staff to the 48 staff reported in 2018-19, this has brought total staff numbers to 51: 26 in Lae and 22 in Port Moresby. Three staff in Canberra are employed by Friends of Femili PNG.

We continue to remain a strong local NGO with 47 out of 48 staff in PNG being PNG nationals.

Despite the COVID-19 pandemic, Femili PNG continued its operations in Lae and Port Moresby, whilst adhering to measures set by the PNG government. The organisation also set and implemented health and safety measures within both operations, followed by its staff, clients, partners and visitors.

With the future expansion to Goroka, Femili PNG is looking at recruiting new staff in 2020-21 to handle the increasing workload and organisational growth.

Our board



Professor Stephen Howes

Chair of the Board

Director, Development Policy Centre,
Australian National University



Anna Wissink

Treasurer

Based in Lae, Mrs Wissink has extensive
private sector and HR experience



Dr Eric Kwa

Deputy Chair

Secretary, PNG Department of Justice
and Attorney-General



Stephanie Copus-Campbell

Executive Director, Oil Search Foundation



Marcia Kalinoe

Secretary

National Coordinator, Family and Sexual
Violence Committee, Port Moresby



Kelly Williamson

Director, Australian National Audit Office
and social worker

Meeting attendance

	13 August 2019	8 November 2019 (AGM)	15 February 2020	23 May 2020
Stephen Howes	✓	✓	✓	✓
Eric Kwa	✓	✗	✗	✓
Marcia Kalinoe	✓	✓	✓	✓
Anna Wissink	✓	✗	✓	✓
Stephanie Copus-Campbell	✓	✓	✓	✓
Kelly Williamson	✓	✓	✓	✓

Growing the work of Femili PNG

After the opening of the Bel isi PNG safe house and Port Moresby CMC, Femili PNG has continued to expand through local outreach programs and developing partnerships. The team in Lae supported the Port Moresby operations through technical support, advice and training, and the project was a significant expansion for Femili PNG, representing a doubling of capacity and staffing.

2019-20 saw planning for an expansion project to Goroka, in Eastern Highlands Province, comprising a Femili PNG outpost with two caseworkers. Planning to date includes: scoping and consultation with stakeholders in Goroka, program design and budgeting, and appraisal and risk assessment. Femili PNG is currently aiming to establish this outpost on a trial basis in 2020-21.

Fundraising and pro bono support

In 2019-20, Femili PNG raised PGK580,960 in cash and in-kind services valued at PGK1,288,977 through non-DFAT sources. This included local fundraising among Femili PNG staff and stakeholders, and cash donations. Femili PNG also came third place at the Morobe show Colgate Health Expo and won a cash prize of PGK500.

We remain grateful to the organisations that have provided in-kind support to us, particularly throughout the 20 days of activism (November – December 2019).

These in-kind donations were valued at approximately PGK10,521.70 for the period. These include: eggs from Zenag Chicken, rice from Trukai, toiletries from Colgate Palmolive, food and clothes from Pilgrim Adventist Church, cartons of water from Pure Water, cartons of biscuits from Lae Biscuit, and cartons of biscuits and snacks from Paradise Foods.

With special thanks to the following volunteers:

- Ajay Tambay
- Ashlee Betteridge
- Arichika Okazaki
- Beriy Zipamor
- Clare Holberton
- Gregory Damien
- Hanna Selesele Faaaliga
- Lyndsay Freeman
- Rod Mummery
- Sabit Otor
- Shannon Young
- Sherman Surandiran
- Sue Sadauskas

We thank the efforts of our volunteers who contribute their time to Femili PNG and Friends of Femili PNG. Their passion, time and technical expertise underpins our continued successful operation.



Photo: Trivia Night at the Zonta Club, July 2019

Friends of Femili PNG

Friends of Femili PNG is the Australian support organisation for Femili PNG, based in Canberra, Australia. It is an incorporated association and registered with the Australian Charities and Not-for-Profit Commission. It is approved as a 'deductible gift recipient' with the Australian Tax Office, allowing Australian supporters to make tax-deductible donations to support the work of Femili PNG (www.femilipng.org/donate).

Friends of Femili PNG employs one full-time and two part-time employees. Fiona Gunn is Femili PNG's Development Manager and is also the CEO of Friends of Femili PNG. Andrew Howes and Richard Cooper are both part-time Technical Support Officers and began working for Friends of Femili PNG in February 2020.

Friends of Femili PNG recently became a full member of the Australian Council for International Development (ACFID), which has required thorough review and documentation of our procedures, policies, governance, and compliance to meet the ACFID Code of Conduct. This process has worked to benefit both Femili PNG and Friends of Femili PNG.

Like Femili PNG, Friends of Femili PNG's capacity for fundraising was affected by the COVID-19 pandemic. However despite the impact, donations remained strong throughout the year.

Key Friends of Femili PNG fundraising events over the past year included:

- Zonta Club Trivia Night at the Ainslie Football Club on 26 July, which raised over \$4,000.
- Brisbane Trivia night at New Farm Bowls on the 14 September 2019, which raised over \$2,200.
- High tea and painting workshop at The PaintBar in Brisbane on 23 November, which raised over \$2,000.
- Christmas online auction through AllBids.com.au, raising over \$2,000.
- Screening of Power Meri organised by Nick Borthwick and the Brekkie Korero Group in Wellington, New Zealand, which raised over NZD600.
- Ethiopia PNG fundraiser in London, with screening of Power Meri and auction, hosted by Lucy and Joanna Lester on 5 January 2020.
- Donation and promotion of Femili PNG's work throughout the Pacific Fashion Festival in February 2020.

Thank you to all our supporters in Canberra and around Australia for the work they do!

For further information on the work of Friends of Femili PNG, please see the annual report available on the Femili PNG website.

Financial Statements

Femili PNG's 2019-20 accounts were audited and a summary of our audit report is below.

In 2019-20, Femili PNG had a total revenue of PGK4,492,270, which was down from last year's total of 5,001,550. The decrease was across all funding sources, including major partners and public fundraising.

Femili PNG's largest single expense remained staffing in 2019-20 (PGK2,665,796), which is a critical part of our service provision for clients. This expense increased on 2018-19 due as additional staff were hired to respond to organisational growth and increased workload. Operational costs (PGK1,508,307) are the other significant source of expenditure, which include strategic resourcing for partners, repatriation costs, and legal advice provision as well as overheads like rent and office supplies.

A breakdown of income and expenses by ACFID code is listed below. The full finance and audit report is also available at www.femilipng.org. For further information on the presentation and disclosure requirements, refer to www.acfid.asn.au

STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 30 JUNE 2020

	2019 \$	2020 \$
RECEIPTS	5,001,550	4,492,720
Pacific Women funding	2,400,000	2,192,000
Bel isi funding	2,293,824	2,090,698
Other funds raised	307,726	210,022
 SET UP AND EQUIPMENT PURCHASES	 328,730	 218,792
Computer and digital equipment	55,121	22,183
Office furniture	24,237	11,562
Mobile phones	7,173	7,238
House furniture	8,451	908
Vehicle purchase	98,526	169,555
Office fit out	111,672	7,346
Security fit out	23,550	0

	2019 \$	2020 \$
OPERATIONAL COSTS	1,408,910	4,508,307
Rental and utilities	298,077	271,853
Staff travel	163,213	131,681
Audit and accounting	20,556	34,223
Ongoing vehicle costs	93,696	93,457
Stationary and general office	90,400	106,670
Security expenses	29,840	44,207
Insurance	8,017	15,147
IT recurrent costs	74,740	64,042
Bank charges	2,452	2,474
Phone bills	57,362	57,931
Technical expertise	20,200	5,499
Repatriation	55,577	83,317
Legal advice and assistance	9,988	7,905
Outreach and IEC	33,496	29,601
Case meetings and coordination	16,614	9,427
Staff care	50,104	35,337
Training and exchange	83,226	39,878
Research	-1,931	53,512
Partner resourcing allocations	52,204	153,430
Governance and planning	44,510	27,083
Staff training	102,259	85,230
Fundraising expenses	8,573	3,157
Direct assistance	95,735	153,246
PERSONNEL COSTS	2,163,609	2,665,769
Staff salaries	2,064,994	2,579,437
Staff insurance	66,957	70,189
Relocation and other hiring costs	31,658	16,169
TOTAL EXPENDITURE	3,884,722	4,392,894
TOTAL SURPLUS / (DEFECIT) FROM ORDINARY ACTIVITIES	1,116,828	99,825

Special Purpose Financial Statements (Financial Report)

FEMILI PNG

for the year ending 30th June 2020

FEMILI PNG
Special Purpose Financial Report

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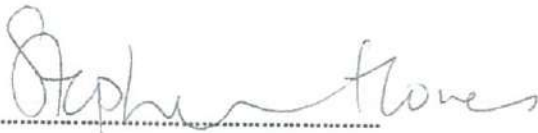
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EXECUTIVE MANAGEMENT DECLARATION

We confirm that the funds received by Femili PNG have been expended and accounted for in accordance with conditions set out in the Partner Agreements with Pacific Women and Oil Search Foundation.

We confirm that the accompanying Special Purpose Financial Report for Femili PNG represents a valid statement of Receipts and Payments for the year ended 30th June 2020 and the cash balance of funds at 30th June 2020.

Dated this.....13..... day of.....November..... 2020



Stephen Howes
Chair
Femili PNG



Anna Wissink
Treasurer
Femili PNG



Daisy Riana
CEO
Femili PNG



Raja & Associates

REGISTERED PUBLIC ACCOUNTANTS, AUDITORS, MANAGEMENT CONSULTANTS & TAX AGENTS

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FEMILI PNG INC (Femili) FOR THE YEAR ENDED 30th JUNE 2020

Qualified Opinion

We have audited the Special Purpose Financial Report (Financial Statements) consisting of Statement of Receipts and Payments and Statement of Financial position of Femili for the year ended **30th June 2020**.

In our opinion, except for the effects of the matter described in the **Basis of qualified opinion** of our report

- the Financial statements present fairly the financial position arising from cash transactions of the Femili **at 30th June 2020** and the cash received and expenses paid during the period then ended on the basis of accounting described in Note 1.

Basis of Qualified Opinion

As stated in Note 1, Femili's policy is to prepare its financial statements based on cash receipts and payments, consequently, certain revenues and the related assets are recognized when received rather than when earned and certain expenses are recognized when paid rather than when the obligation is incurred. Accordingly, the accompanying statement of financial position is not intended to present the financial position and results of operations in accordance with generally accepted accounting principles.

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial statements* section of our report. We are independent of Femili PNG in accordance with the ethical requirements that are relevant to our audit of the financial report in Papua Guinea, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting and Restriction on Distribution and Use

The Financial Statements have been prepared for distribution to members and to satisfy the reporting requirements of Femili, and/ or Government of Australia's Department of Foreign Affairs & Trade (DFAT). We disclaim any assumption of responsibility for reliance on this audit report or the financial statements to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

Management's Responsibilities for the Financial statements

The Management is responsible for the preparation and fair presentation of the Financial statements and for such internal control as the Management determines is necessary to enable the preparation of the Financial statements that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility for the Audit of the Financial statements

Our objectives are to obtain reasonable assurance about whether the Financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Financial statements.

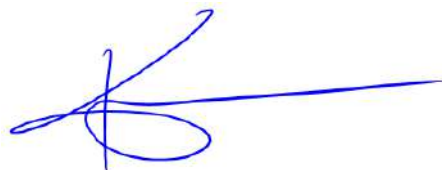
As part of an audit in accordance with the International Standards on Auditing, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves a true and fair view.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Dated 13th day of November 2020.

Raja & Associates



.....
Kuhaseelan Rajadurai
Registered Auditor
Registered under the Accountants Act 1996

FEMILI PNG
STATEMENT OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 30TH JUNE 2020

	1 July 2018 to 30 June 2019		1 July 2019 to 30 June 2020	
	(PGK)	(PGK)	(PGK)	(PGK)
RECEIPTS				
Pacific Women funding	2,400,000		2,192,000	
Bel Isi funding	2,293,824		2,090,698	
Other funds raised	307,726		210,022	
Total funds received		5,001,550		4,492,720
LESS PAYMENTS				
SET UP AND EQUIPMENT PURCHASES				
6-1001 Computer and digital equipment	55,121		22,183	
6-1005 Office furniture	24,237		11,562	
6-1008 Mobile phones	7,173		7,238	
6-1009 House furniture	8,451		908	
6-1010 Vehicle purchase	98,526		169,555	
6-1011 Office fit out	111,672		7,346	
6-1012 Security fit out	23,550		-	
		328,730		218,792
OPERATIONAL COSTS				
6-2001 Rental and utilities	298,077		271,853	
6-2003 Staff travel	163,213		131,681	
6-2004 Audit and accounting	20,556		34,223	
6-2006 Ongong vehicle costs	93,696		93,457	
6-2007 Stationary and general office	90,400		106,670	
6-2008 Security expenses	29,840		44,207	
6-2009 Insurance	8,017		15,147	
6-2010 IT recurrent costs	74,740		64,042	
6-2011 Bank charges	2,452		2,474	
6-2013 Phone bills	57,362		57,931	
6-2015 Technical expertise	20,200		5,499	
6-2016 Repatriation	55,577		83,317	
6-2017 Legal advice and assistance	9,988		7,905	
6-2018 Outreach and IEC	33,496		29,601	
6-2019 Case meetings and coordination	16,614		9,427	
6-2020 Staff care	50,104		35,337	
6-2021 Training and exchange	83,226		39,878	
6-2022 Research	-1,931		53,512	
6-2023 Partner resourcing allocations	52,204		153,430	
6-2024 Governance and planning	44,510		27,083	
6-2025 Staff training	102,259		85,230	
6-2026 Fundraising expenses	8,573		3,157	
6-2028 Direct assistance	95,735		153,246	
		1,408,910		1,508,307
PERSONNEL COSTS				
6-3001 Staff salaries	2,064,994		2,579,437	
6-3002 Staff insurance	66,957		70,189	
6-3003 Relocation and other hiring costs	31,658		16,169	
		2,163,609		2,665,796
Exchange and cash losses		-16,528		-
Total payments		3,884,722		4,392,894
TOTAL SURPLUS/(DEFICIT)		1,116,828		99,825

FEMILI PNG
STATEMENT OF FINANCIAL POSITION
AS OF 30TH JUNE 2020

	YEAR ENDING 30TH JUNE 2019 (PGK)	YEAR ENDING 30TH JUNE 2020 (PGK)
START OF YEAR NET POSITION		
Cash on hand - Lae, PNG	8,835	5,597
Cash in bank - Lae, PNG	211,980	1,367,730
Net out pending cheques - Lae PNG	26,895	9,553
Cash in bank - Canberra, Australia	393,137	310,469
GST refunds owed	15,846	45,488
	<u>602,903</u>	<u>1,719,731</u>
PLUS SURPLUS/(DEFICIT)	<u>1,116,828</u>	<u>99,825</u>
END OF YEAR NET POSITION	<u><u>1,719,731</u></u>	<u><u>1,819,556</u></u>
REPRESENTED BY		
Cash on hand	5,597	16,883
Cash in bank - PNG	1,367,730	1,445,179
Net out pending cheques - PNG	9,553	4,739
Cash in bank - Canberra, Australia	310,469	290,600
GST refunds owed	45,488	71,633
	<u>1,719,731</u>	<u>1,819,556</u>

FEMILI PNG
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2020

1. STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

The reporting entity is Femili PNG, which is a non-profit organisation registered under Associations Incorporation Act. Friends of Femili PNG, the support group for Femili PNG, is audited separately and is not included in the Financial statements.

Basis of preparation

These special purpose financial statements have been prepared on a cash basis. Hence, present obligations to transfer economic benefits as a result of past events are not recognized in the accounts.

The reporting currency is Papua New Guinea Kina (K).

These financial statements have been prepared on the basis that Femili PNG is a going concern. This assumption places reliance on the fact that Femili PNG will continue to receive grants, donations and sponsorships and funding from DFAT and other sources.

a) Acquisition of Property, Plant and Equipment

All fixed assets acquired are expensed and recorded in the asset register.

b) Depreciation on Property, Plant and Equipment

Depreciation is not charged on the fixed assets.

c) Cash and Cash Equivalents

Cash is considered to be cash in hand, in transit and at current accounts in banks held in PNG and Australia, net of pending cheques.

d) Goods & Services Tax (GST)

On October 20th 2015, Femili PNG was exempted from paying GST by Internal Revenue Commission (IRC). Payments are shown exclusive of GST and GST paid is shown separately as an asset "GST refunds owed", valued at K71,633 as of 30 June 2020. An initial refund has been obtained from IRC, and further refunds are being sought.

e) Income Tax

Femili PNG is exempted from income tax under the Papua New Guinea Income Tax act, as such tax effect accounting procedures are not followed.

g) Foreign currency translation

All foreign expenses and foreign funds received and transferred have been translated at an exchange rate of A\$=2.3452PGK for the months of July 2019 to June 2020.

h) Income

These figures exclude funds raised in-kind.



Donations to Femili PNG are tax-deductable in PNG and Australia. To donate, visit our website.

www.femilipng.org

info@femilipng.org
www.facebook.com/femiliPNG/
www.twitter.com/FemiliPNG

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