

Building a more equal and Inclusive Papua New Guinea

The Incentive Fund looks beyond infrastructure for strong development outcomes. We are committed to ensuring that everyone in Papua New Guinea benefits from the country's economic growth and development. To do this, we partner with organisations who share our commitment to gender equality, disability and social inclusion.



Gender Equality

- Equal rights, responsibilities and opportunities for women and men, and girls and boys.
- Recognising that women and men are not the same.
- Women and men each have different interests, needs and experiences.
- Gender equality is not a woman's issue – it involves men as well.
- Equality between women and men is necessary for peaceful and prosperous communities.

Why gender equality, disability and social inclusion?

Gender equality, disability and social inclusion, often referred to collectively as 'GEDSI', are human rights that, when upheld, contribute to strong, safe and inclusive societies. When everyone in a community – including women, girls, people with disability and other groups faced with challenges – can participate and benefit from decisions that affect them, stronger social and economic development outcomes are realised for all.

Why is this important in infrastructure and other projects?

Women and men, including people with disabilities, use and benefit from infrastructure such as schools and hospitals, in different ways. This is because women and men, and people with disabilities, have different needs and experiences. For example, not everyone accesses a hospital or health centre in the same way or for the same services, and not everyone who goes to school has the same needs or learns and participates in school life in the same way.

Infrastructure is often designed, built and managed without understanding these differences, meaning that not everyone's needs are met. The Incentive Fund works with organisations that are committed to enabling women, people with disabilities and other marginalised groups to participate in decision-making to ensure the different needs are accounted for and that everyone has equal access to a facility and/or services.



Disability Inclusion

- Ensuring people with disabilities have the same rights as everyone else.
- Providing support to ensure people with disabilities have the same opportunities as people without disabilities to fully participate in communities.
- Enabling people with disabilities to make choices about their own lives.



Social Inclusion

- Ensuring all people and groups can participate equally in society.

How do we support organisations?

The Incentive Fund has a range of resources and tools for grant applicants, as well as in-house gender equality, disability and social inclusion specialists who work with organisations at different stages of the grant application process. These include:

- Reviewing project proposals to ensure that women, people with disabilities and other marginalised groups can, and do, participate in project planning and decision-making and that equal access for everyone is considered.
- Working with partner organisations to ensure they understand the Incentive Fund's requirement for gender equality, disability and social inclusion to be properly considered and executed in a project.
- Our gender equality, disability and social inclusion specialists are available to support:



Training for GESDI



Ensuring a percentage of the budget is dedicated to improving gender equality, disability and social inclusion.



Resources and planning, including the development of GESDI Action Plans.



Supporting a nominated GESDI Coordinator.



Reporting on gender equality, disability and social inclusion.

Protecting patient's dignity at the hospital ward

"We were given a room with a bed for my husband to rest comfortably with access to showers and toilets in the ward. As a guardian, I too have access to a clean kitchen to cook food and can use the hospital toilets and showers that are only for guardians."

The importance of inclusive infrastructure design promotes equity, dignity, and accessibility for everyone visiting the upgraded Kapuna Hospital, funded by Australia's Incentive Fund grant.



Partner organisations to promote inclusion

The University of Papua New Guinea (UPNG) School of Medicine and Health Sciences is implementing its Gender Action Plan, supported by Australia's investment in the school, including a 40-bed women's dormitory.

One of the school's initiatives is to formally recognise the contributions of women to the success of the school. The initiative marks a new practice by the school's management aimed at empowering female staff.



The Incentive Fund is an Australian Government competitive grants program that seeks to improve social and economic development outcomes that benefit Papua New Guinea communities. Funding is available for organisations seeking to implement high-quality, social and economic infrastructure and other projects. Projects should be designed to improve the provision of essential services and/or strengthen local economies, and be inclusive of all Papua New Guineans, including women, girls, and people with disabilities.



For more information, visit:

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