

Workplace responses to Family and Sexual Violence in PNG

Family and sexual violence is a global problem. Any employee in the workplace can be affected.

People in Papua New Guinea face some of the world's highest levels of family and sexual violence.

Family and sexual violence includes:

-  Physical assault or threats
-  Psychological abuse, harassment or intimidation
-  Sexual abuse
-  Online Violence
-  Financial abuse



Research

Between 2020 and 2022, IFC partnered with the PNG Business Coalition for Women to carry out a research project with three major companies to better understand how companies in PNG can support employees affected by family and sexual violence and to document the benefits of such support.



Actions

The companies were subscribers to Bel isi PNG, a public-private partnership that aims to change attitudes towards family and sexual violence and improve services for survivors.

Bel isi PNG provides case management and a women's refuge for those who experience family and sexual violence.

The companies also put in place training, policies and procedures to address family and sexual violence.

Results

The research found people and businesses in Papua New Guinea can benefit from workplace action on gender-based violence.

Action led to:



Better employee well-being



The average number of lost days due to family and sexual violence decreased by 1.4 days per employee per year from almost 10 days when research began



More workers reported that family violence is never acceptable