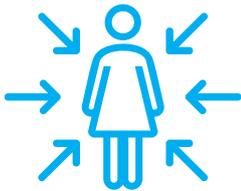


IMPROVING JOBS FOR WOMEN IN PAPUA NEW GUINEA

St Barbara: How promoting safety for female employees benefited both the company and its employees

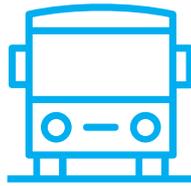
KEY FACTS AND CHALLENGES – PAPUA NEW GUINEA

DOMESTIC VIOLENCE



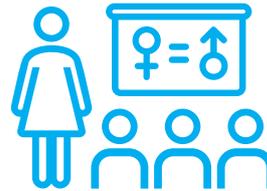
94% of companies surveyed believed **family & sexual violence** affected their employees at home and at work ¹

TRANSPORTATION



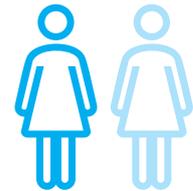
Only **12%** of women who work in remote areas have secure **transportation** to and from work ²

TRAINING



Only **10%** of workplaces offer **anti-harassment** training to employees ²

SAFETY



56% of female employees believe their career was affected by a real/perceived **safety** concern ²



CHALLENGES TO SECURING WOMEN'S SAFETY IN THE WORKPLACE:

lack of sex-aggregated safety data, assumptions about women's safety disregarding physical and emotional risks, male-dominated decision-making power for work safety issues, risk of harassment due to workplace cultures that are slow in accepting women in jobs traditionally held by men, exposure to hazards due to physical differences between women and men.

KEY FACTS AND CHALLENGES | ST BARBARA

Gold producer with over **700 permanent staff** at the Simberi Island mine

14% of staff are **women**

Challenges to attracting and retaining talent: the remoteness of the worksite + mining perceived as an unsuitable choice for women.

HOW IFC HELPED ST BARBARA BUILD A SAFER WORKPLACE FOR WOMEN

IFC partnered with St Barbara and the Papua New Guinea Business Coalition for Women (BCFW) to promote the safety of its female employees working at its gold mine on Simberi Island.

The team helped the company **set up a taskforce** comprising employees from human resources, safety and housekeeping to (a) complete training on how to conduct a safety audit and identify risks and hazards faced by women in the workplace, (b) analyze the data, (c) benchmark the results against nine key performance indicators of gender smart safety, a tool developed in consultation with other companies in Papua New Guinea and in line with international best practice for reporting on women's safety, (d) design targeted solutions, and (e) monitor the results.

Three audits were conducted between 2016 and 2018.

MAIN ISSUES RELATED TO WOMEN'S SAFETY IN THE WORKPLACE:

- Threat of violence - including sexual harassment.
- Workplace bullying in the form of gossiping causing emotional harm and distracting women from focusing safely on their tasks.
- Travel to and from work in respect to safety when waiting for or travelling on company transport.

ACTIONS TAKEN TO BUILD A SAFER WORKPLACE FOR WOMEN:

- Provided safety training with a specific focus on handling hazardous materials.
- Fixed nightshift signs allowing female housekeepers to identify which rooms were occupied by men.
- Gave female employees the option to wear trousers instead of skirts at work.
- Appointed and trained Gender-Smart Contact Officers for providing advice and a secure point of contact to report harassment.
- Addressed harmful gossip as an interruption to team work and productivity.
- Dedicated seats for females or families in the company transportation to and from work.
- Introduced a Women's Internal Network to connect women working across the company.

THE BENEFITS OF BUILDING A SAFER WORKPLACE FOR WOMEN

In addition to the positive outcomes for the employees, building a safer workplace led to several business benefits for St Barbara. Both male and female employees recognized the company's commitment to their safety and well-being and their engagement levels increased. It also strengthened the compliance with safety protocols. In addition, female employees became more willing to discuss issues relating to safety and harassment in the workplace, especially with the Gender-Smart Contact Officers.

Audit results showed:

- A 20% reduction in the percentage of women who felt sad or angry at work.
- An 18% increase in the percentage of women who felt happy about their safety at work.
- A 15% improvement in the level of concern women had for their safety at work.

"It's obvious that the Gender-Smart Safety program is already positively impacting the safety of everyone on site."

*Bob Vassie, St Barbara Managing Director
& Chief Executive Officer*

"The Gender Smart Safety initiative has provided a mechanism to systematically identify risks and hazards for female workers. We have seen an increase in the engagement levels of our employees and the company is now considering implementing a similar process in our Australian operations."

Val Madsen, St Barbara General Manager Human Resources

"The Gender Smart Safety audits gave female employees the opportunity to be heard in terms of their safety concerns. As a result, there were several initiatives implemented on site, which had a positive impact on their safety and the way they view our company."

*Susan Scheepers, Manager Human Resources
and Gender-Smart Safety Taskforce Member*

"Through this program, I appreciated how St Barbara aims to provide a conducive, safe and secure workplace for all; where everyone is treated fairly and given equal opportunities to advance their career; and where I can stay focused and engaged in my job."

Henny Mote, participant in the Gender Smart Safety audit at Simberi.

AN INNOVATION OF THE PAPUA NEW GUINEA AND PACIFIC PARTNERSHIPS

Through the Papua New Guinea and the Pacific Partnerships, Australia, New Zealand and IFC are working together to stimulate private sector investment, promote sustainable economic growth and reduce poverty in the Pacific.

