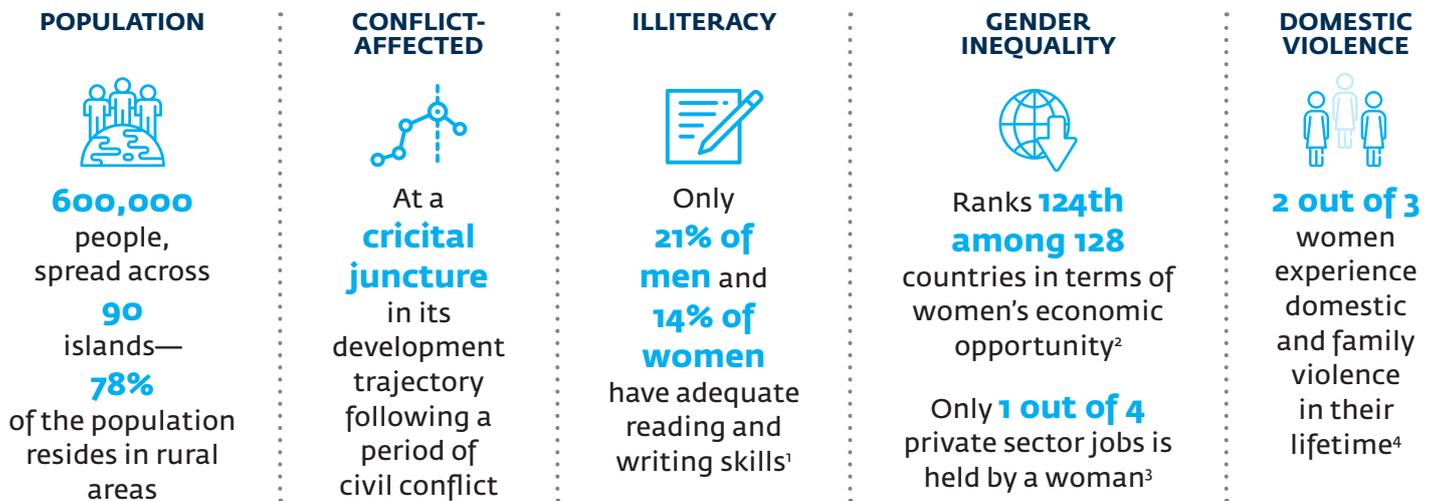


INCREASING OPPORTUNITIES FOR WOMEN IN SOLOMON ISLANDS

SoiTuna: How gender-smart solutions benefit both the company and its employees

KEY FACTS AND CHALLENGES | Solomon Islands



Women have some of the **lowest chances** in the world to **earn an income** and some of the **highest probabilities** to be affected by **violence**.

KEY FACTS AND CHALLENGES | SoiTuna

The **only tuna processor** in Solomon Islands, where the tuna industry accounts for **18% of the national GDP**

The country's **2nd largest company**, with **over 2,000 employees—mostly women**

\$1.5 million in lost revenue potential due to absenteeism and turnover, according to IFC estimates

SoiTuna faces excessive absenteeism and turnover due to:

- | | | | | |
|-------------------------------|--|------------------------------|--------------------------|------------------------------|
| Poor worker and family health | Lack of financial literacy and cash flow | Domestic and family violence | Limited career prospects | Family care responsibilities |
|-------------------------------|--|------------------------------|--------------------------|------------------------------|

HOW IFC HELPED SOLTUNA IMPLEMENT GENDER-SMART SOLUTIONS⁵

IFC helped SoiTuna:

- ▶ Conduct an **employment assessment** using statistical analysis, focus groups, and surveys as well as tools from EDGE, the world's leading certification for gender equality, to identify gender barriers and develop tailored solutions.
- ▶ Adopt a structured approach to supporting workers facing **domestic and family violence** including training a team of first responders on how to handle disclosures of violence
- ▶ Enable high-potential women to pursue **leadership positions**
- ▶ Deliver **financial literacy training** to more than 1,100 employees
- ▶ Implement a **respectful workplace policy** on anti-sexual harassment and anti-bullying and train production line supervisors
- ▶ Strengthen the procedure for **reporting and resolving grievances**
- ▶ Recognize the value of having women in **jobs traditionally held by men**
- ▶ Assess the feasibility of offering **childcare** support

¹ World Bank's 2017 Solomon Islands Systematic Country Diagnostic report / ² EIU's 2012 Women's Economic Opportunity Index and Report / ³ 2015 ADB Solomon Islands Country Gender Report / ⁴ 2009 Solomon Islands Family Health & Safety Study / ⁵ IFC's work with SoiTuna was made possible with the support of the World Bank's jobs umbrella trust fund

THE BENEFITS OF GENDER-SMART SOLUTIONS FOR SOLTUNA AND ITS EMPLOYEES

Since IFC started advising SolTuna on gender-smart solutions in 2015, the company has:

- ▶ More than **doubled** the percentage of employees with **money before their payday**, after attending financial literacy training
- ▶ More than **tripled** the number of **women in management** or leadership roles from 9 to 32.
- ▶ More than **doubled** the number of **women in jobs traditionally held by men**
- ▶ Achieved **positive operational results**

Reduced
absenteeism
by more than
ONE-THIRD



FINANCIAL LITERACY TRAINING

“I used to run out of money before every payday and I would often have to skip work and sell goods in the markets to run the household. But this changed, thanks to the financial literacy training. I’ve even managed to save money for a house, which is now almost done!”

—BEVERLY MICHA, PRODUCTION LINE WORKER AT SOLTUNA

LEADERSHIP

“As a superintendent, I had experience but not confidence. Now, through the training I received, I have learned how to be confident and lead others.”

—MARY PINA, QUALITY CONTROL ASSISTANT MANAGER AT SOLTUNA

WOMEN IN JOBS TRADITIONALLY HELD BY MEN

“A diesel fitter, a plumber, an electrician—all women. We invest heavily in their training and we are seeing the benefits.”

—ADRIAN WICKHAM, MANAGING DIRECTOR AT SOLTUNA

DOMESTIC AND FAMILY VIOLENCE

“A lot of people don’t understand what is domestic violence, assault, bullying, harassment. (The policies) allowed us to properly explain what they mean, handle difficult situations, and train trainers in order to have a more lasting impact.”

—BELLA SIMIHA, HUMAN RESOURCES MANAGER AT SOLTUNA

TAKING IT TO SCALE

IFC’s work with SolTuna paved the way for other companies in Solomon Islands to recognize the business benefits of deploying gender-smart solutions. **Fifteen of the largest businesses**, employing over **6,000 employees**, committed to promote **gender equality** in the workplace through **Waka Mere**, which means SheWorks in pidgin. This **two-year initiative**, which was launched in 2017, is led by IFC in collaboration with the Solomon Islands Chamber of Commerce and Industry (SICCI).

WAKA MERE IS A PROJECT UNDER THE PACIFIC PARTNERSHIP

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



“Waka Mere is about giving women the opportunity to shine—in leadership roles, in jobs traditionally held by men, in respectful and supportive workplaces. It can have a huge positive impact not only for women, their families, and their communities but also for business and the country as a whole.”

—DENNIS MEONE, CEO AT SICCI