

INCREASING OPPORTUNITIES FOR WOMEN IN PAPUA NEW GUINEA

KEY FACTS AND CHALLENGES

CULTURAL DIVERSITY



8.1 million
people

800
languages

1,000
ethnic groups

...one of the most
culturally diverse
countries in
the world

SKILL SHORTAGES



80%
of businesses
cite skill
shortages
as a key
constraint
to economic
growth¹

GENDER INEQUALITY



24%
of women hold
jobs in the
formal sector,
compared to...

40%
of men²

143rd of 159
countries in
UN's gender
inequality index³

FAMILY AND SEXUAL VIOLENCE (FSV)



2 in 3
women experience FSV
in their lifetime⁴

11 days
of work lost every year by each
employee due to FSV⁵

Up to 9%
of an annual wage bill in lost work
time and up to an additional...

40%
in direct medical, security, and
new recruitment costs due to FSV.⁵

HOW IFC HELPS THE PRIVATE SECTOR IMPLEMENT GENDER-SMART SOLUTIONS

IFC:

- ▶ Builds the **business case for gender equality** by demonstrating how it can drive productivity, profitability, and performance.
- ▶ Advises companies how to increase **leadership opportunities** for women and build **safe and respectful workplaces** that address family and sexual violence and sexual harassment.

In Papua New Guinea, IFC:

- ▶ Established the **Business Coalition for Women (BCFW)**, which has brought together more than **60 leading companies** to drive positive change for women and businesses. BCFW provides business tools and resources to recruit, retain, and promote women. Offerings include: leadership courses, gender-smart safety audits, and a model policy for addressing family and sexual violence in the workplace, along with related training and consulting.
- In the Coalition's first three years of service, **nearly 1,000 employees attended over 70 trainings and seminars.**



HOW COMPANIES INCREASED OPPORTUNITIES FOR WOMEN

47 BUSINESSES implemented

68 POLICIES AND PRACTICES

by tapping into one or more of BCFW's tools and resources...

- ▶ Provided Australian-certified leadership courses to women
- ▶ Adopted a policy for family and sexual violence
- ▶ Completed training on how to address sexual harassment
- ▶ Conducted audits to assess women's safety in the workplace

...benefiting almost **50,000 EMPLOYEES**

**NEARLY
8 OUT OF 10
WOMEN**

who attended a leadership course were promoted or given additional responsibilities.



HOW EMPLOYERS AND EMPLOYEES EXPERIENCED THE BENEFITS

LEADERSHIP

“Thanks to the training, I practice time management, prioritize my tasks, and have built a good relationship with my boss. This is the first time in my career I feel so proud and satisfied with my work.”

—PARTICIPANT IN THE CERTIFICATE IV IN LEADERSHIP AND MANAGEMENT COURSE

“Since [Mary] took the training, she has shown leadership in the way she engages with colleagues, has more upfront discussions, and is more confident, focused, and proactive. She is now at 146% against her target and the only manager who has achieved this.”

—SUPERVISOR OF PARTICIPANT IN THE CERTIFICATE IV IN LEADERSHIP AND MANAGEMENT COURSE

FAMILY AND SEXUAL VIOLENCE (FSV)

“Since we adopted the FSV policy, people are more vocal about violence. Before everyone would just stand and watch. But now mindsets are slowly changing. We have stopped seeing black eyes at work. And our company is becoming an employer of choice for both women and men.”

—VIOLET AOPI, GROUP GENERAL MANAGER, HUMAN RESOURCES, NCS

GENDER-SMART SAFETY

“The Gender-Smart Safety initiative strengthened our commitment to provide a safe working environment for all personnel. It provided a mechanism to systematically identify risks and hazards for female employees. As a result, we've seen an increase in people's engagement and we are now considering implementing a similar process in our Australian operations.”

—VAL MADSEN, GENERAL MANAGER HUMAN RESOURCES, ST BARBARA

AN INNOVATION OF 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.

