

Workplace responses to Family and Sexual Violence in Papua New Guinea

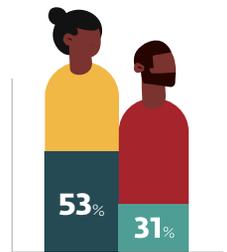
- » This paper assesses the **benefits to employees and businesses when companies respond to family and sexual violence (FSV)** by implementing policies, procedures, and training, and subscribing to Bel isi PNG, a support services for victims/survivors
- » IFC conducted the study in Papua New Guinea (PNG) in partnership with Business Coalition for Women (BCFW), a group of organizations that seeks to end violence against women and boost employment opportunities for them
- » Key results from 1,400 employee surveys and 23 staff interviews from three companies in PNG are presented below
- » Further data will be collected in 2021 and 2022 to measure longer-term impacts

What is family and sexual violence (FSV)?

Family violence may be perpetrated by family members including current or former intimate partners and can include physical, sexual, emotional, and financial abuse. **Sexual violence may be perpetrated by any person regardless of their relationship to the victim** and can include any act, attempt, or threat of a sexual nature that results in, or is likely to result in, physical, psychological, and emotional harm.

FSV is pervasive

- » FSV impacts **all genders at all levels of seniority** regardless of income and educational background



“Have experienced violence within their lifetime”

- » Affected employees experienced **multiple forms of violence** by a family or household member



Emotional abuse, harassment or intimidation



Threats of physical, emotional, financial or sexual abuse



Physical Assaults

FSV impacts work

- » 23 percent of all employees reporting that FSV had affected their **ability to get to work, be safe at work, and perform at work**
- » Anxiety, depression or shame impacting employees' ability to stay at work or attend office
- » Employees are feeling drained and taking time off to handle FSV-related issues
- » Employees feel stressed and pressured because of the perpetrator's jealousy towards the individual working with colleagues of another gender

FSV creates a cost to business

FSV cost the three participating companies a total of **USD 2.1 million per year**. Employees lose **9.41 days on average per year** (whether they have experienced FSV or not), due to:



4.82 working days

Employees working less productively because they are tired or are unwell due to violence



0.40 working days

Employees coming to work late or leaving early because of the violence



2 working days

Employees missing work because of the violence



2.19 working days

Employees supporting colleagues, often with inadequate information, about how to respond to violence and attend to self-care

Employees benefit from seeking help

- » Employees reported **better outcomes** (such as being referred to counseling) **after telling an HR officer, trained staff member or manager about the violence**, compared to an employee not trained to handle their disclosure
- » **There are early signs that measures recently introduced by the three companies**, such as implementing an FSV policy, and training a team of staff to support colleagues and a subscription to Bel isi PNG, a support service, **are making positive differences**

Gender balanced workforce matters

Companies with **better representation of men and women are more likely to act on FSV and have positive outcomes:**

- » Less acceptance of FSV
- » Higher reporting of FSV
- » Fewer days lost to the impacts of FSV
- » More helpful responses to disclosures of violence

Recommendations for Companies



Implement good practice workplace responses

Good workplace responses to FSV can help reduce FSV in PNG and create a safe and supportive workplace.

- » Adopt and implement **Family and Sexual Violence Policy**
- » **Train a contact team** to assist employees to access reasonable adjustments (such as leave to handle FSV-related issues) and to refer employees to relevant services



Encourage employees to use available support

Contact teams are under-used and awareness about support services, including Bel isi PNG, appears to be relatively low.

- » **Model respectful behaviour** and encourage employees to **disclose FSV**
- » Deliver **awareness-raising** sessions to employees about FSV, its impact on work, and where to seek support



Engage perpetrators of violence

Given the high prevalence of FSV in PNG, companies can assume that perpetrators of violence are within their workforce.

- » Offer **counselling** about employees' concern that they may threaten or commit FSV
- » Schedule **men's peer support** and discussion groups and peer counselling



Support financial literacy of employees

Financial abuse (making, or attempting to make, a person financially dependent by maintaining total control over financial resources, withholding access to money, and/or forbidding attendance at school or employment) is a form of FSV and financial independence is a key enabler to leave violent relationships.

- » Offer personal **financial literacy** and management programs



Subscribe to support services for employees

Businesses, their employees, and the communities in which they operate benefit from supporting victim/survivors of violence.

- » Subscribe to Bel isi PNG to make your employees eligible for **emergency accommodation and case management**



Promote gender equality

Gender balance contributes to more effective FSV responses.

- » Identify and address the barriers and enablers to hiring, promoting, and maintaining a **gender-balanced workforce**

Full Report: <http://wrlid.bg/DUOD5oFJ2ay>

To learn more about IFC's work on Respectful Workplaces visit: <https://bit.ly/3ecVIZB>

IFC's work in Papua New Guinea (PNG) is supported by the governments of Australia and New Zealand under the PNG Partnership to unlock private sector investment, promote sustainable economic growth, and boost shared prosperity in PNG.