

Workplace responses to Family and Sexual Violence in PNG:

Measuring the Business Case



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Report snapshot

This report presents the results of research among employees at three major companies in Papua New Guinea (PNG). The research aimed to discover whether there are benefits to staff and businesses when companies respond to family and sexual violence by implementing policies, procedures and training.

Surveys and interviews with employees completed in November 2020 found that family and sexual violence:



Impacts people of all genders in the workplace, at all levels of seniority in different ways.

PGK
7.3
MILLION

Costs companies around 10 days in lost time per employee per year, which equates to over PGK 7.3 million (USD 2.1 million) per year for the participating companies.



Is commonly perpetrated by family members and other people in the household as well as current and former intimate partners.

Survey participants affected by family and sexual violence most commonly received workplace support through paid time off, counselling and referral to Bel isi PNG case management.





There are early signs that measures recently introduced by the three companies, such as a team of staff trained to support colleagues and a subscription to a support service (Bel isi PNG) are making positive differences. The impact was stronger for companies with a gender balanced workforce.¹

- » Staff who experienced family and sexual violence in the 12 months before the survey were more likely to say that their company could help them compared with staff who experienced violence more than 12 months ago.
- » Staff reported that positive things happened after telling a human resources officer, trained staff member or manager about the violence compared with when they told a co-worker or an employee who was not trained to handle their disclosure.
- » Employees who faced violence in the 12 months prior to the survey were more likely to receive paid time off, counselling and a referral to a relevant service compared with staff who experienced violence more than 12 months ago.

Companies in PNG and elsewhere can support staff affected by family and sexual violence, potentially improve workplace productivity, and improve community attitudes regarding violence by implementing policies, procedures and training to effectively respond to family and sexual violence.

¹ A gender balanced workforce is defined as a workforce where men and women comprise between 40 to 60 percent of the workforce.

Key terms

The forms of violence discussed in this report are experienced and perpetrated by people of all genders, however globally, the most common form is intimate partner violence perpetrated by men against women.²

While different terms describing gender-based violence are sometimes used interchangeably, they can have distinct meanings, as outlined in the table below. In PNG, 'family and sexual violence' tends to be preferred over the other terms because it highlights that violence can occur between family and household members, not just intimate partners.³

| | |
|----------------------------------|---|
| Domestic violence | Intimate partner violence as well as any violence that occurs between household members, including violence against children and older people. ⁴ |
| Financial abuse | Involves making, or attempting to make, a person financially dependent by maintaining total control over financial resources such as money, income, expenses; withholding access to money, and/or forbidding attendance at school or employment. ⁵ |
| Gender-based violence | Physical, emotional, psychological and/or sexual abuse directed against a person because of their gender in a society or culture including, but not limited to, acts committed with force, manipulation or coercion and without the informed consent of the survivor, to gain control and power over them. ⁶ |
| Intimate partner violence | Behaviour by a current or former intimate partner causing physical, sexual or psychological harm, including physical aggression, sexual coercion, psychological abuse and controlling behaviours. ⁷ |
| Violence against women | Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life. ⁸ |

²World Health Organization (2021) Violence Against Women Prevalence Estimates, 2018 Available at: <https://www.who.int/publications/i/item/9789240022256>

³Dev Policy Blog "Combatting family and sexual violence in PNG" blog entry by Ume Wainetti, June 7, 2013

⁴World Health Organization (2013) Global and Regional Estimates of Violence Against Women: Prevalence and Health Effects of Intimate Partner Violence and Non-partner Sexual Violence Available at: <https://apps.who.int/iris/handle/10665/85239>

⁵"What is Domestic Abuse?" United Nations, accessed March 2021, <https://www.un.org/en/coronavirus/what-is-domestic-abuse>

⁶The Government of Papua New Guinea (March 2017) Papua New Guinea National Strategy to Prevent and Respond to Gender Based Violence 2016-2025 Available at: https://www.femilipng.org/wp-content/uploads/2018/10/PNG-GBV_Strategy-2016-2025_150816.pdf

⁷World Health Organization (2021) Violence Against Women Prevalence Estimates, 2018 Available at: <https://www.who.int/publications/i/item/9789240022256>

⁸United Nations (1979) Convention on the Elimination of All Forms of Discrimination Against Women Available at: <https://www.ohchr.org/documents/professionalinterest/cedaw.pdf>



What is family and sexual violence?

The Papua New Guinea Family Protection Act 2013 defines family violence as acts against a family member including:

- » physical assault, whether or not there is physical injury (or threats to physically assault)
- » psychological abuse, harassment or intimidation of a family member
- » sexual abuse (or threats to sexually abuse) a family member
- » stalking a family member (watching, following, loitering where the person lives, works or socialises, making persistent phone calls/texts) in a way that causes apprehension or fear
- » behaving in an indecent or offensive manner to a family member
- » damage (or threats to damage) a family member's property

A family member can include:

- » spouse – husband or wife
- » grandparent, parent, stepparent, father-in-law, mother-in-law
- » child, grandchild, stepchild, son-in-law, daughter-in-law
- » brother, sister, half-brother, half-sister, stepbrother, stepsister, brother-in-law, sister-in-law
- » uncle, aunt, uncle-in-law, aunt-in-law
- » nephew, niece, cousin
- » boyfriend, girlfriend
- » any person who is treated by the spouse as a family member

A number of other laws in Papua New Guinea criminalise sexual violence,⁹ which is defined in the Government of Papua New Guinea's National Strategy to Prevent and Respond to Gender Based Violence as any act, attempt, or threat of a sexual nature that results in, or is likely to result in, physical, psychological and emotional harm. Sexual violence can include sexual exploitation and sexual abuse. It can be perpetrated by anyone, including a family or household member, friend, colleague, acquaintance, authority figure or stranger.

⁹ Putt, J. and Dinnen, S. (2020) Reporting, Investigating And Prosecuting Family And Sexual Violence Offences In Papua New Guinea, lists these acts and regulations. They are the – Criminal Code Act 1974 (CC), the Criminal Code (Sexual Offences and Crimes Against Children) Act 2002, the Summary Offences Act 1977 (SOA), the Village Courts Regulation 1974 (VCR), and the Village Courts Amendment Act 2014. Available at: http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2020-07/dpa_fsv_report_2020_7_july_smallfile_-_updated.pdf

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1

Introduction





Family and sexual violence harms the lives of people directly affected by it, their families, and their communities.¹⁰ Research carried out globally confirms that family and sexual violence is widespread and that it impacts people's ability to remain safely and productively employed because of physical injury and trauma.¹¹ Family and sexual violence also imposes costs on business including reduced productivity, employee turnover and damage to reputation.

Internationally there has been an increasing focus on the workplace consequences of family and sexual violence since the mid-2010s. Since then, unions, non-government organisations and businesses from a range of sectors such as banking, mining and telecommunications have trialled support approaches such as paid domestic violence leave, access to

counselling, safe transport, financial support and safety planning.¹²

In 2019, the International Labour Organization Convention 190 on Violence and Harassment was adopted to encourage businesses to reduce the workplace effects of domestic violence. The convention recognises that effective measures to support staff who experience family and sexual violence may also help businesses reduce lost time, improve productivity, and foster a respectful workplace culture.¹³

1.1 What this research is about

IFC partnered with the Business Coalition for Women (BCFW) to carry out a two-year research project

¹⁰ For an overview of the global scale and impact of family and sexual violence and other types of violence against women, see World Health Organization (2021) *Violence Against Women Prevalence Estimates*, 2018

¹¹ For example see McFerran, L., "Safe at home, Safe at work? National Domestic Violence and the Workplace Survey 2011" (Gendered Violence Research Network, UNSW 2011), https://www.arts.unsw.edu.au/sites/default/files/documents/National_Domestic_Violence_and_the_Workplace_Survey_2011_Full_Report.pdf

¹² UN Women (November 2019) *Ending Violence is Our Business—Workplace responses to Intimate partner violence in Asia and the Pacific* Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2019/10/workplace-responses-to-intimate-partner-violence>

¹³ International Labour Organization (March 2020) *Brief n°3: Domestic violence and its impact on the world of work* Available at: https://www.ilo.org/global/topics/violence-harassment/resources/WCMS_738117/lang--en/index.htm



What support can companies put in place for staff affected by family and sexual violence?

Available evidence¹⁴ suggests that best practice responses to family and sexual violence usually include:

- » Comprehensive and adequately resourced organizational policies and support based on a sound understanding of violence and how it impacts employees and the organization.
- » A demonstrated commitment by the workplace to work towards ending violence (such as through working with community and supporting law reform).
- » Active and accountable organisational leadership.
- » Research, monitoring and evaluation of workplace responses to family and sexual violence.

with three major companies to better understand how companies in Papua New Guinea can support employees affected by family and sexual violence and to document the benefits of such support.

The research aims to establish whether there are benefits for employers and employees to implementing suitable workplace responses for those experiencing family and sexual violence and what those benefits are. It also sets out to encourage more businesses to introduce workplace support for staff affected by family and sexual violence. In doing so, companies may be better able to attract and retain staff who may otherwise drop out of the workforce due to family and sexual violence while improving productivity.

1.2 How this study was conducted

This report presents the results of the first round of research data collected. The results presented in this report provide a benchmark for measuring

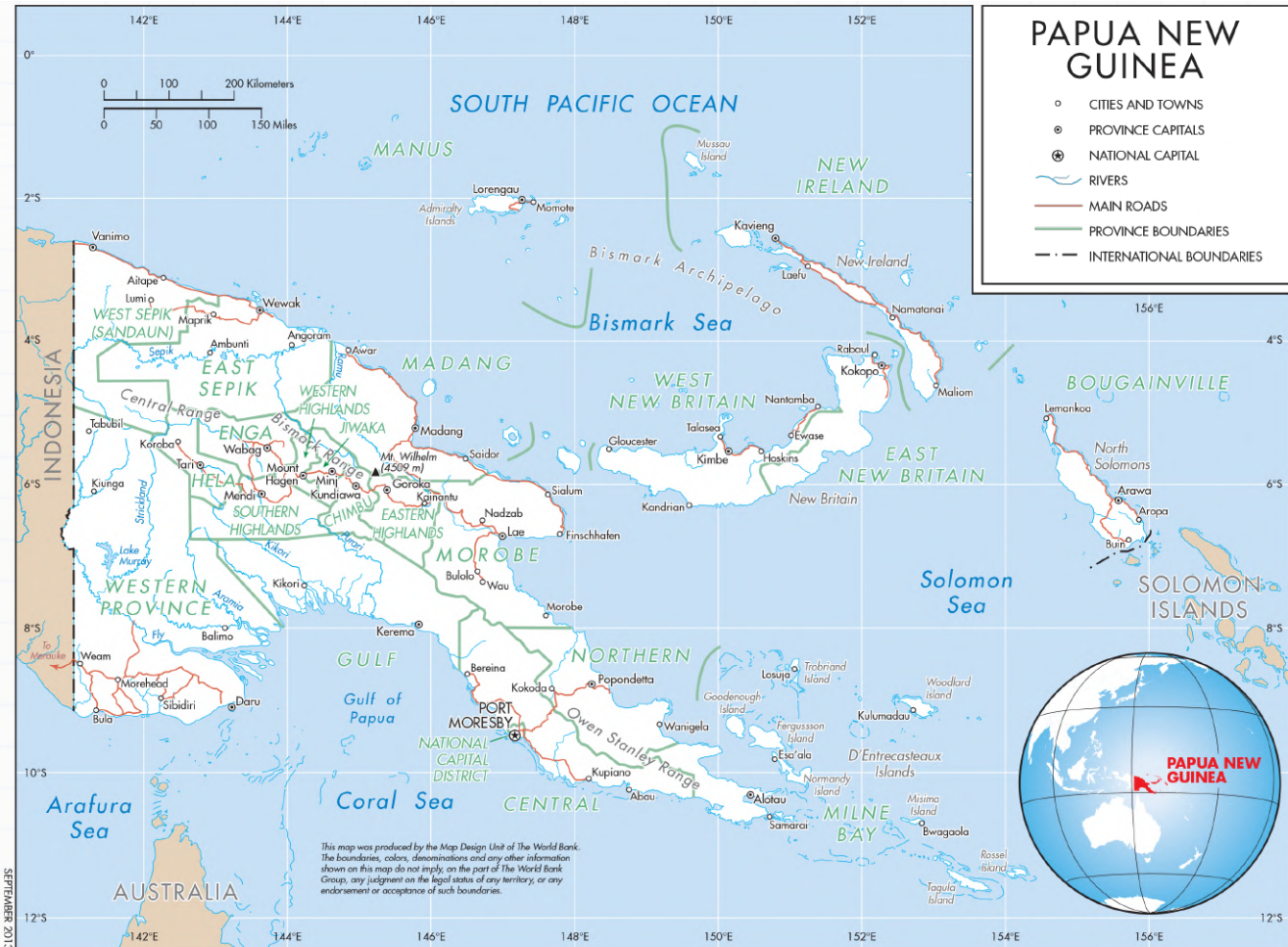
the business case for workplace responses to family and sexual violence in PNG. To track the impact to businesses and employees of workplace responses to family and sexual violence, further data will be collected which will be presented in 2023.

Following ethics approval and in accordance with safety protocols, over 1,400 employees from three companies completed the Family and Sexual Violence Workplace Survey and 23 staff participated in interviews.¹⁵ The survey and interviews were carried out in November 2020 in Port Moresby to determine:

- » Prevalence of family and sexual violence
- » Attitudes in the workplace about family and sexual violence
- » Costs of family and sexual violence to businesses
- » Impacts of family and sexual violence on employees
- » Impacts, costs, and benefits of responses to family and sexual violence on businesses
- » Impacts of responses to family and sexual violence on employees

¹⁴ Campbell, H., & Chinnery, S. (2018) What works? Preventing and responding to sexual harassment in the workplace: A rapid review of evidence Available at: <https://www.care.org.au/wp-content/uploads/2018/10/STOP-What-works-to-address-workplace-sexual-harassment-Rapid-Review-of-evidence.pdf> and UN Women. (November 2019) Ending Violence is Our Business—Workplace responses to Intimate partner violence in Asia and the Pacific

¹⁵ Annex 1 details the research methodology



Region: **East Asia and Pacific**



Income level:¹⁶ **lower middle income**



Male population (2019):¹⁸ **4,480,006**



Main sources of income:¹⁷ **agriculture, forestry, and fishing (most of the labor force is in the informal sector) and minerals and energy extraction.**



Female population (2019): **4,296,103**



Languages: **Official languages are English, Tok Pisin and Hiri Motu. Over 800 known languages are spoken.**



Global gender gap ranking:¹⁹ **132 out of 153 countries**



Geography: mainland and approximately 600 islands comprising a total land area of **452,860 km²**



Women, Business and the Law 2021 Index Ranking:²⁰ **60**

¹⁶ "Papua New Guinea Data", The World Bank, accessed March 2021, <https://data.worldbank.org/country/papua-new-guinea>

¹⁷ "Papua New Guinea Overview", The World Bank, accessed March 2021, <https://www.worldbank.org/en/country/png/overview>

¹⁸ "Papua New Guinea Data", The World Bank, accessed March 2021, <https://data.worldbank.org/country/papua-new-guinea>

¹⁹ Where 1 is the most gender equal country. World Economic Forum (2019) Global Gender Gap Report 2020 Available at: http://www3.weforum.org/docs/WEF_GGGR_2020.pdf

²⁰ The Women, Business and the Law Index compares regulatory environments for women business owners and workers. The average ranking of lower middle-income countries is 70.8. Source: World Bank (2021) Women, Business and the Law 2021 Available at: <https://openknowledge.worldbank.org/bitstream/handle/10986/35094/9781464816529.pdf>

Table 1: Participating companies' family and sexual violence response activities

| | COMPANY A | COMPANY B | COMPANY C |
|--|-----------|-----------|-----------|
| Subscribed to Bel isi PNG | ✓ | ✓ | ✓ |
| Contact Team trained | ✓ | ✓ | ✓ |
| Contact Team receives refresher training | | ✓ | |
| Staff attended education sessions about what family and sexual violence is, relevant laws and services | ✓ | ✓ | ✓ |
| Developed family and sexual violence policy with technical support | ✓ | | |
| Participated in management briefing about how to respond when staff experience family and sexual violence | ✓ | | ✓ |
| Raises awareness among staff about family and sexual violence with regular communications | ✓ | | |
| Raises public awareness about family and sexual violence with communications and campaigns | ✓ | | |
| Obtain ongoing support on implementation of family and sexual violence policies and operation of Contact Teams | ✓ | ✓ | ✓ |

1.3 Participating companies

The three companies involved in the research (referred to in this report as Company A, Company B and Company C) are all headquartered in Port Moresby, the capital of PNG. The companies operate in the financial, hospitality and transport sectors. All three companies have put in place some support for their employees affected by family and sexual violence, outlined in Table 1.

1.4 Bel isi PNG

Companies A, B and C are among 13 businesses²¹ that subscribe to Bel isi PNG,²² a public-private civil society partnership established in 2018 and funded by the Australian Government, Oil Search Foundation, Bank South Pacific (BSP) and Steamships Trading Company. Business Coalition for Women are a member of the Bel isi PNG Steering Committee.

²¹ Oil Search Foundation (2019) Annual Report Available at: <https://www.oilsearchfoundation.org/reports01>

²² Bel isi means peaceful in Tok Pisin, one of the country's official languages.

A renovated safe house and office space for case management centre were provided by two of the companies involved in this research. Oil Search Foundation oversees and funds the program's management and Femili PNG operates the Bel isi PNG's case management centre and emergency accommodation.

Businesses pay an annual fee to Bel isi PNG (Table 2) making their employees eligible²³ for emergency accommodation and referral to Bel isi PNG case management, where Bel isi PNG case managers plan, advocate for and monitor services from different agencies on their clients' behalf.²⁴

Table 2: Bel isi PNG company subscription fees

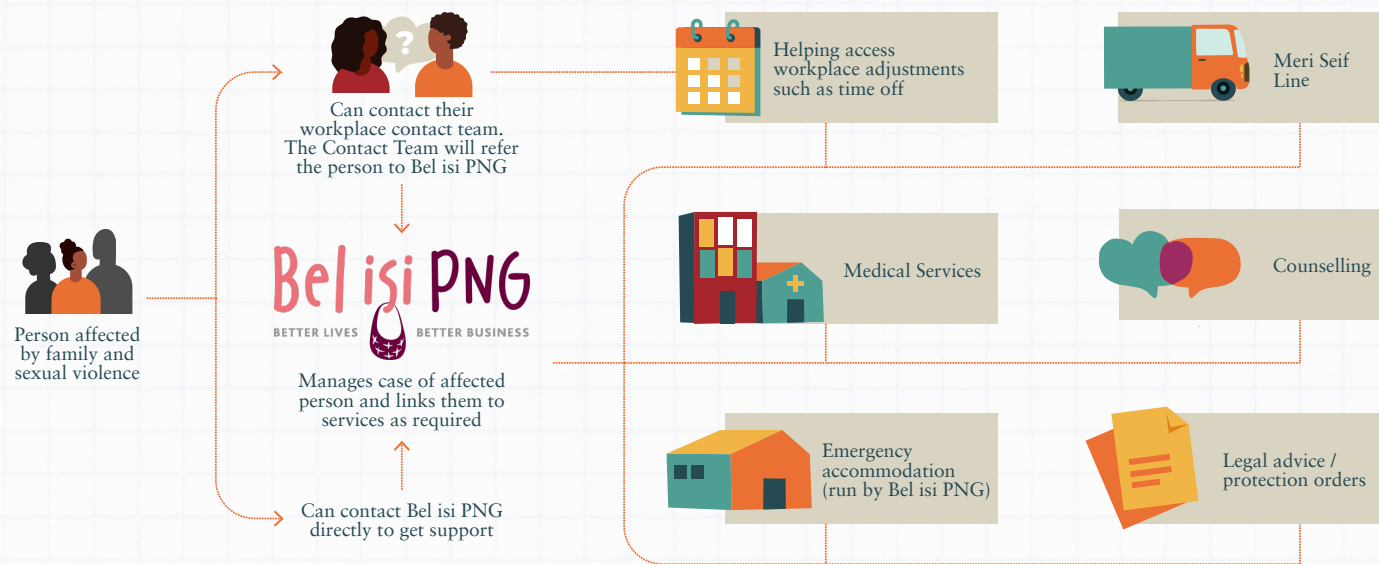
| TIER 1 | TIER 2 | TIER 3 |
|----------------------------------|-----------------------------------|------------------------------------|
| < 50 employees | 51-100 employees | > 100 employees |
| PGK 30,000 (USD\$ 8,500 approx.) | PGK 60,000 (USD\$ 17,000 approx.) | PGK 100,000 (USD\$ 28,500 approx.) |

1.5 Contact teams

To help staff affected by family and sexual violence to access support, Companies A, B and C each have a contact team. A contact team is a group of staff

trained to refer their colleagues to services including Bel isi PNG and help them make reasonable workplace adjustments such as time off work to deal with issues arising from the violence. Figure 1 illustrates the support network.

Figure 1: Support pathways for employees affected by family and sexual violence



²³“Member Benefits,” Bel isi PNG, accessed January 2021, <https://www.belisipng.org.pg/membership-benefits>

²⁴ Definition adapted from USAID (2014) Case Management Toolkit: A User's Guide For Strengthening Case Management Services In Child Welfare Available at: http://www.socialserviceworkforce.org/system/files/resource/files/Case%20Management%20Toolkit%20USAID_0.pdf

2

Background





2.1 Family and sexual violence in PNG

Global data is only available for intimate partner violence committed by men against women, the most commonly perpetrated form of gender-based violence.²⁵ In the Pacific region, rates of violence against women and girls²⁶ are higher than the global rate (Table 3).²⁷ Safety concerns are a common reality for many women in PNG, with almost one-third of ever-partnered women (31 percent) reporting experiences of violence within the last 12 months.²⁸

The high rate of violence is compounded by limited support services. Family and sexual violence services are mostly provided through Family Support Centres in hospitals and Family and Sexual Violence Units of the police. A few non-government organisations such as City Mission PNG provide case management and emergency accommodation services. Femili PNG, operators of Bel isi PNG, run services in Lae and Port Moresby. A national phone help line, 1-Tok Kaunselin Helpim Lain, was established in 2015 and to assists anyone suffering gender-based violence with counselling, safety planning and referrals.²⁹

Table 3: Proportion of ever-partnered women who have experienced intimate partner physical and/or sexual violence

| | Papua New Guinea | Fiji | Solomon Islands | Global |
|----------------|------------------|------|-----------------|--------|
| Last 12 months | 31% | 23% | 28% | 13% |
| Lifetime | 51% | 52% | 50% | 27% |

²⁵World Health Organization (2021) Violence against women prevalence estimates, 2018

²⁶International Labor Organization (March 2020) Brief No 3 Domestic violence and its impact on the world of work

²⁷World Health Organization (2021) Violence against women prevalence estimates, 2018

²⁸Ibid.

²⁹Childfund Papua New Guinea (October 2018) 1-Tok Kaunselin Helpim Lain: A report on the third year of operation. Available at: <https://www.childfund.org.au/wp-content/uploads/2018/10/1-Tok-Kaunselin-Helpim-Lain-report-on-3rd-year-of-operation-2018.pdf>



Covid-19 in PNG and family and sexual violence

Although crises such as Covid-19 do not cause violence, they can exacerbate it. As of April 2021, there were 10,835 total cumulative cases and 105 deaths from Covid-19 in Papua New Guinea.³⁰ Testing rates for the disease are low and the risk of community transmission is present owing to limited tracing and isolation of positive cases.³¹ The PNG Government ordered a 14-day stay at home order in March 2020, triggering stressors of violence such as financial pressures and higher consumption of alcohol and other substances.³² Concurrent to the stay at home order, presentations at family and sexual violence services decreased by 31 percent (March and April 2020 compared with the same time in 2019).³³ In 2020, calls to the national toll-free helpline, 1-Tok Kaunselin Helpim Lain, noticeably dropped in April and then rose in May.³⁴

³⁰ "Papua New Guinea," World Health Organization Health Emergency Dashboard, accessed April 2021
<https://covid19.who.int/region/wpro/country/pg>

³¹ WHO (December 2020) Papua New Guinea Coronavirus Disease 2019 (COVID-19) Health Situation Report #52
Available at: <https://www.who.int/papuanewguinea/emergencies/covid-19-in-papuanewguinea/situation-reports>

³² Eastern Highlands Family Voice, Wide Bay Conservation Association, Voice for Change, and Femili PNG (2020) Submission to The United Nations Special Rapporteur On Violence Against Women: Covid-19 Domestic Violence Against Women In Papua New Guinea, International Women's Development Agency
Available at: https://iwda.org.au/assets/files/COVID-19-and-Gender-Based-Violence-in-PNG-FINAL-Submission_v3.pdf

³³ UNFPA PNG (2020) The state of gender-based violence during the Covid-19 crisis and state of emergency. An assessment of case management, barriers and realities in Papua New Guinea

³⁴ Ibid.

2.2 Workplace responses to family and sexual violence in PNG

PNG was one of the first countries globally to establish workplace responses to family and sexual violence. In 2013, the Government of PNG introduced the Gender Equality and Social Inclusion Policy, to promote gender equity and socially inclusive practices across the national public service. The Government of PNG's Strategy to Prevent and Respond to Gender Based Violence recognises the important role of the private sector in addressing family and sexual violence and strengthening women's participation in the workforce.³⁵

2.3 Business Coalition for Women

The Business Coalition for Women (BCFW), a non-profit organisation and partner in this research, was established in 2014 by IFC with seed funding from the Australian Government. BCFW aims to help the private sector in PNG to recruit, retain and promote women by addressing violence, promoting women's leadership, implementing human resources policies and processes, and by expanding opportunities for women-owned businesses in the supply chain.³⁶ At the time of writing, around 55 major companies in the country have joined BCFW.



³⁵ "About us" BCFW, accessed January 2021, <https://www.pnqbcfw.org/about-us>

³⁶ Ibid.

3

Research Findings



3.1 Survey Participants

The Family and Sexual Violence Workplace Survey was completed by 1,402 employees representing 27 percent of the combined workforce of all three companies involved in this research. The companies operate in the financial, hospitality and transport sectors. Most survey participants (76 percent, n=1,062) work in Port Moresby.

Although men account for 60 percent of the combined workforce at Companies A, B and C, more women completed the survey (53 percent of survey responses were from women, n=749).³⁷ Where results were similar for women and men, data have not been presented separately by gender. Forty-seven percent (n=659) of all survey respondents were less than 35 years old. Almost all (91 percent) of the people who completed the survey are or have been in intimate relationships. At the time of taking the survey, 82 percent live with dependents and 5 percent of participants (n=69) live with a disability.

More men than women are in front line and senior management roles, while more women respondents than men are in middle management.³⁸ Although 65 percent of the survey participants (n=905) said they are frontline workers, 43 percent (n=602) said they supervise or manage at least one other staff member.

More than half of all participants (52 percent) have worked at one of the three participating companies for more than six years and 95 percent (n=1,334) are employed on a permanent, full time basis.

Figure 2: Employees of participating companies

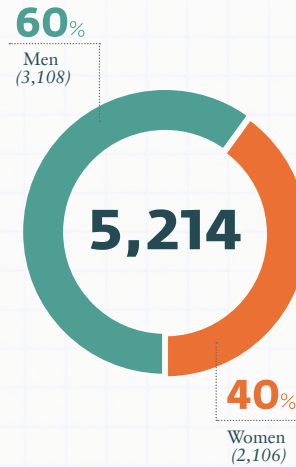
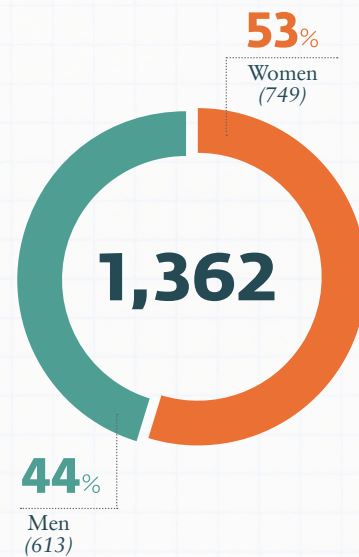


Figure 3: Survey participants



³⁷Forty survey respondents did not disclose their gender, meaning they skipped the question 'What is your gender?'. Two answer options – Female and Male – were provided. The survey design did not provide an option for respondents to select another gender. The results for participants in this group have not been presented separately but have been included in totals except where the results are gender specific.

³⁸Based on data provided by the three participating companies

“I think the majority of people face family and sexual violence as a daily thing in their life. It used to be something that is like a taboo so you didn’t talk about it, but now, we subscribe to Bel isi and we’ve done awareness on this issue and many people are coming up forward to tell us that.”

- Interview with female staff member



“Family sexual violence is quite common here in PNG and we cannot deny that. Most of us will definitely become victims of this issue.”

- Interview with female staff member



3.2 Family and sexual violence affects all socio-economic groups

Figure 4 shows the prevalence of family and sexual violence. Almost half (43 percent) of all respondents (n=603) and 53 percent of all female respondents (n=395) have experienced violence within their lifetime.³⁹

Most participants (81 percent) said they have family or friends affected by violence. More women than men reported experiencing violence (either within

the last 12 months and more than 12 months ago) and that they have family or friends who are affected by it. Staff who participated in interviews described the pervasiveness of family and sexual violence in the community.

Family and sexual violence affects survey participants of all income and educational backgrounds. Employees at all levels reported experiencing family and sexual violence in their lifetime and within the last 12 months, including 40 percent (n=32) of all senior managers (Figure 5).

³⁹The survey asked ‘Which of the following best describes your own experience? We are asking about physical, sexual, psychological or financial abuse.’ Respondents could select only one of these three options:

- » I have had no direct personal experience of family or sexual violence (it has not happened to me) or
- » I have experienced family or sexual violence in the last 12 months or
- » I experienced family or sexual violence more than 12 months ago

Violence in lifetime is total of people who said they experienced violence in the last 12 months and those who said they experienced violence more than 12 months ago.

Figure 4: Prevalence of family and sexual violence: recent and lifetime

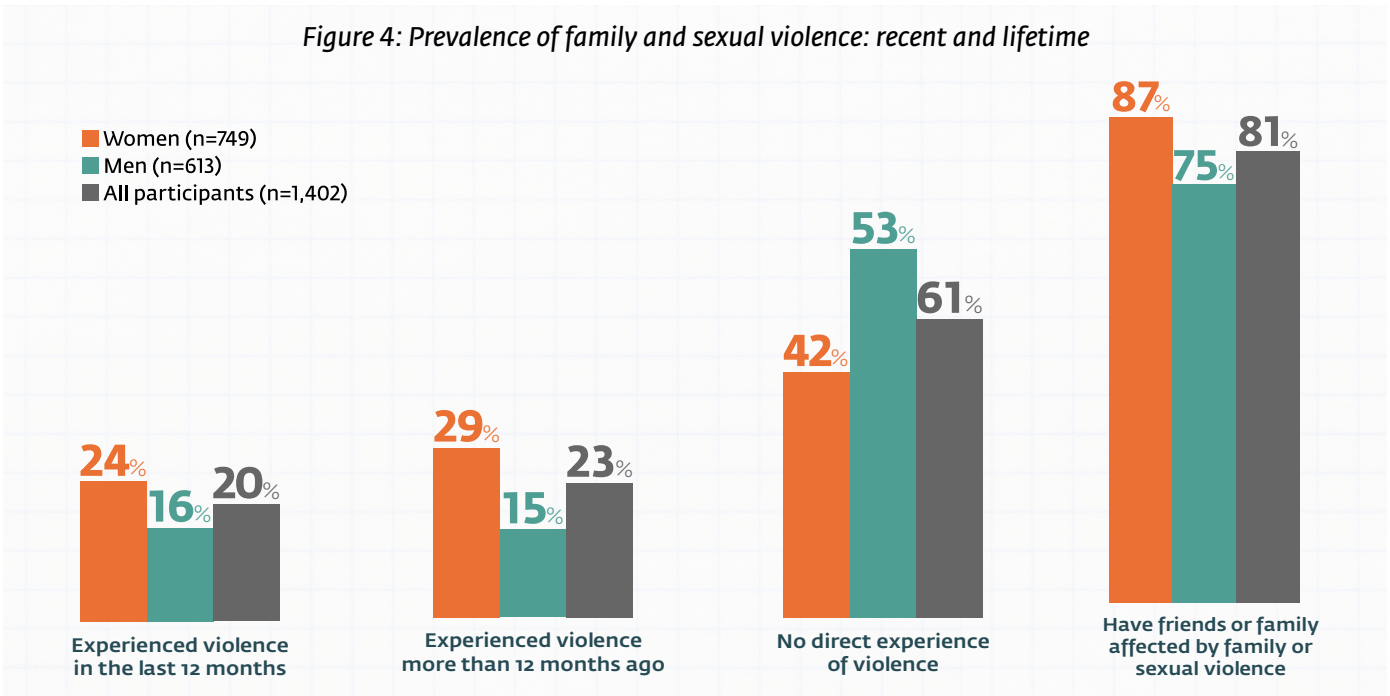
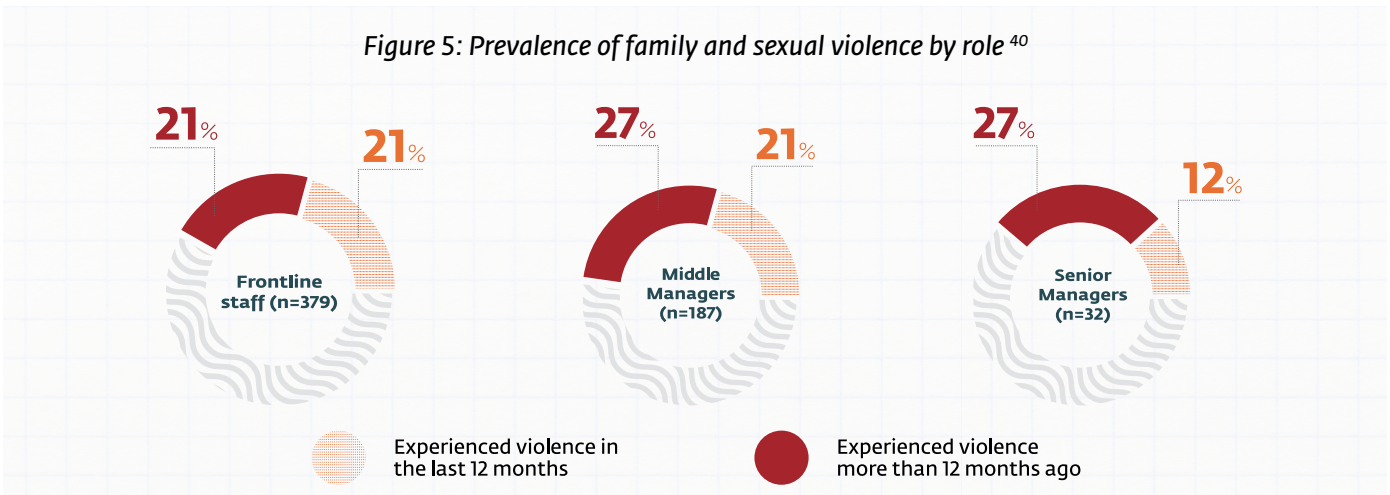


Figure 5: Prevalence of family and sexual violence by role ⁴⁰



“Key members of my executive leadership team and the people that I work with I know, have suffered directly and indirectly.”

- Interview with company leader



⁴⁰While prevalence rates in the last 12 months are lower than 12 months ago, these figures do not indicate a reduction in violence as violence experienced more than 12 months ago is a cumulative total.

3.2.1 Family and sexual violence is committed by various perpetrators

Figure 6 shows the types of relationships between perpetrators and respondents. Survey participants who experienced violence most commonly identified family or unrelated household members and current or former intimate partners as the perpetrators. Strangers and work colleagues were less frequently identified. A small proportion of survey participants (1 percent of women and 1 percent of men) who experienced intimate partner violence said it was perpetrated by a same sex partner.

The most common perpetrator and victim-survivor relationship was between females experiencing violence from a current or former male intimate partner (Figure 7).

Male survey participants were more likely to experience violence perpetrated by women or people whose gender was not specified in the survey (such as strangers or someone else). In contrast, female survey participants said the perpetrator of violence was most commonly a man (Figure 8).

Figure 6: Survey participant-perpetrator relationship

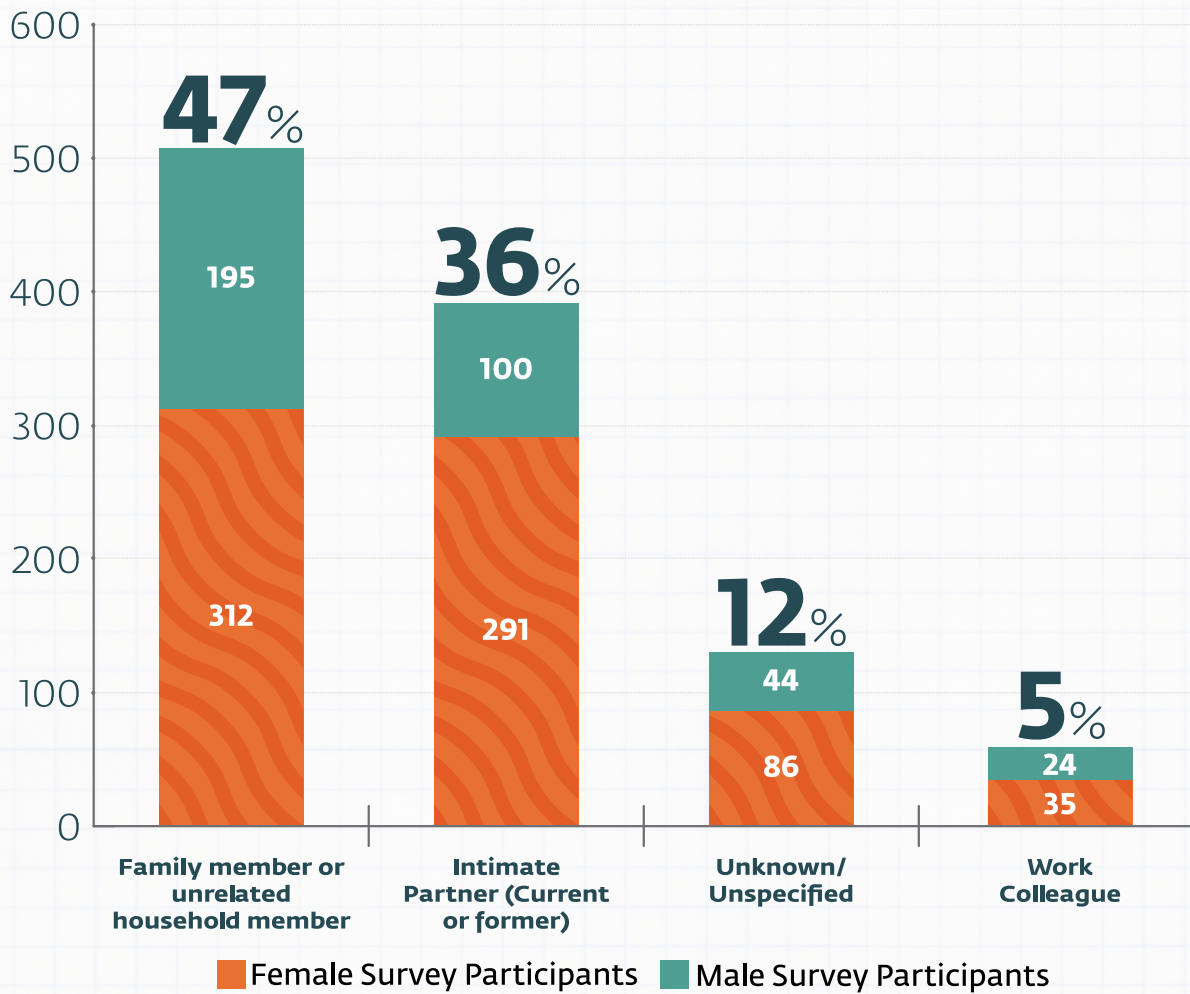


Figure 7: Who engaged in abuse against the survey participant?

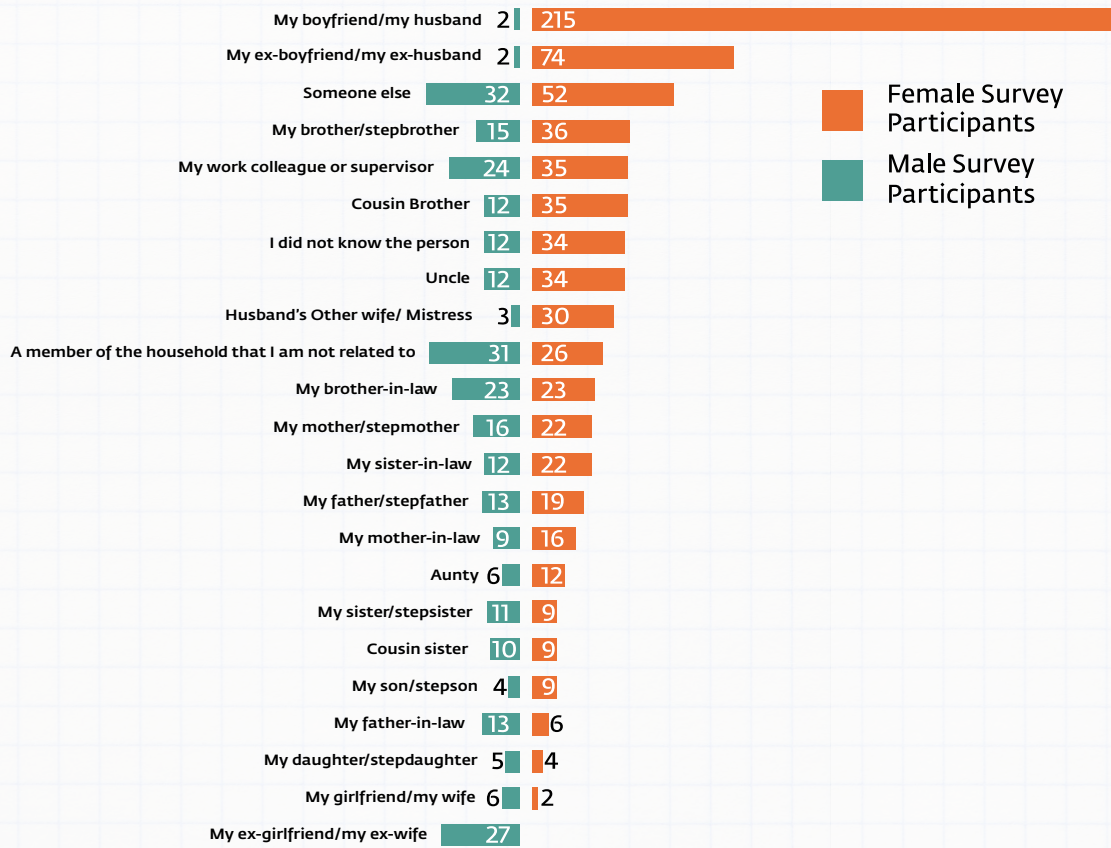
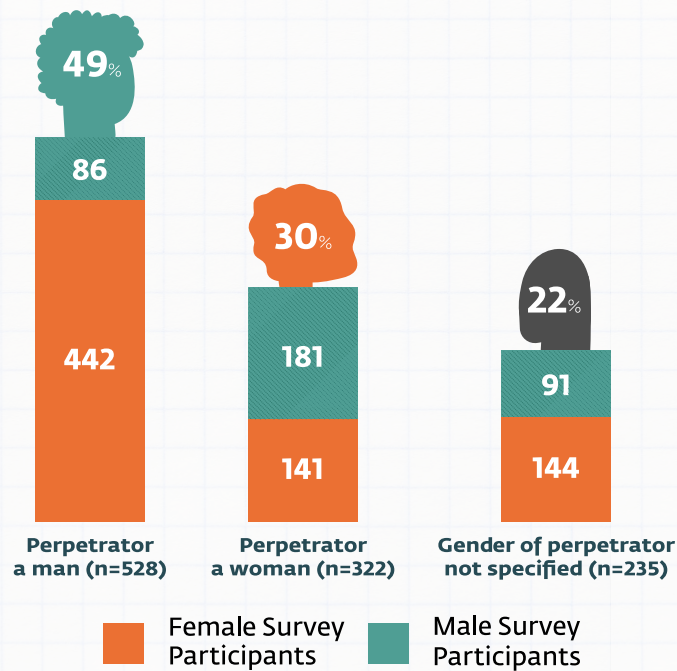


Figure 8: Gender of perpetrator

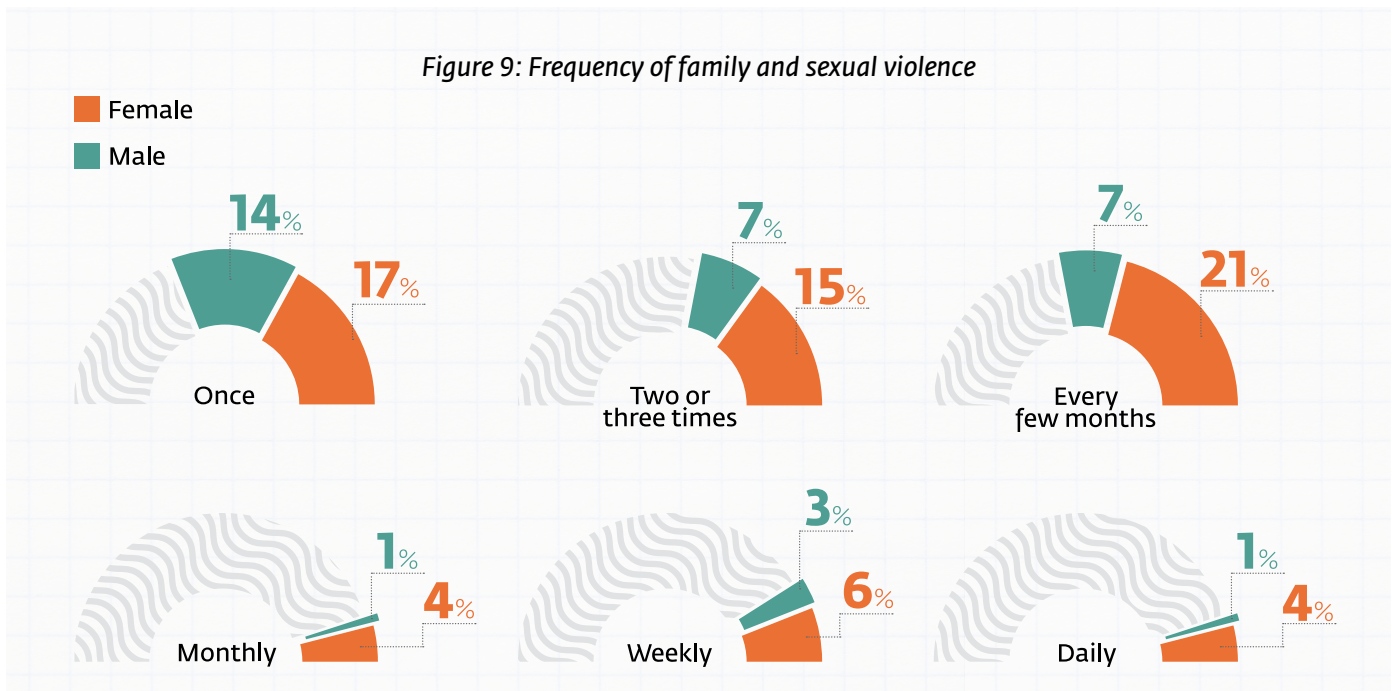


3.2.2 Employees report experience of multiple forms of violence

A majority of survey participants affected by family and sexual violence (88 percent) experienced emotional abuse, harassment or intimidation by a family or household member; 80 percent were threatened and 72 percent were physically assaulted by a family or household member (Table 15, Annex 3). Greater numbers of women than men experienced almost all types of violence covered by the survey. Financial abuse was not as commonly reported

as other forms of violence, which may reflect the emerging international understanding of this type of violence (sometimes called economic abuse).

Of those who experience violence, 27 percent said it occurs every few months and 5 percent said they have experienced daily violence (Figure 9). Violence occurring every now and again is consistent with some theories about intimate partner violence, which suggest that it can occur in cycles and can be triggered according to the perpetrator's mood or patterns of behaviour, such as drinking.⁴¹



3.2.3 Many people affected by violence live with perpetrator

Of the survey participants who said they had experienced family or sexual violence within the last 12 months, 44 percent (49 percent of women and 33 percent of men) live with the perpetrator.⁴² This declines for those who experienced violence more than 12 months ago — 33 percent (36 percent

of women and 25 percent of men) live with the person who was abusive.⁴³ Most people living with a perpetrator of violence (65 percent, n=154) said they would like to live separately from them if they had an opportunity to do so. Concern about the custody of children was the most common reason for respondents to say they would not like to live separately from the person who is violent.⁴⁴

⁴¹ Burge, S. K., Katerndahl, D. A., Wood, R. C., Becho, J., Ferrer, R. L., & Talamantes, M. (2016). Using complexity science to examine three dynamic patterns of intimate partner violence. *Families, Systems, & Health*.

⁴² Totals in this section include survey participants who did not disclose their gender.

⁴³ The total proportion of people affected by family and sexual violence who live with a violent person at 39% (n=237) is slightly lower than that of similar studies undertaken in Fiji (43%) and Solomon Islands (44%), however there are no clear reasons for this variation. IFC (2019) *The Business Case for Workplace Responses to Domestic and Sexual Violence in Fiji and IFC (2019) The Impact of Domestic and Sexual Violence on the Workplace in Solomon Islands*.

⁴⁴ 34 people in total answered this question. Other reasons given for not wanting to live separately from the violent person: love - don't want to end the relationship, fear - worried about your safety following separation, pressure from family, friends and the community to stay in the relationship, financial barriers - worried about affording necessities for self/children.

3.2.4 Financial dependence a barrier to leaving violent circumstances

Only two survey participants said there were financial barriers to leaving violent circumstances. However, almost half of the staff who were interviewed believe financial dependence would make it difficult for people to leave violent relationships. Other research in the Pacific has identified poverty as a major reason why people remain in violent relationships as they worry they will be economically worse-off if they leave.⁴⁵

The issue of financial barriers to leaving violent relationships presents opportunities for companies to support staff to manage their personal finances and strengthen financial independence. A large tuna processing company in Solomon Islands, Sol Tuna, has provided staff with financial literacy training. The training is one of several measures aimed at increasing gender equality and to respond to family and sexual violence which have reduced absenteeism at Sol Tuna by one third.⁴⁶

“It comes down to financial independence, they’re not earning enough here, and their partner is earning a good package, supports the family and if there’re children he pays the fees, rental or he supports her family. You know it’s those factors that might hold back that [ability to leave].”

- Interview with male staff member



“A person that is inflicting that violence on a person is probably the only person that is providing financial support to the family so if they say anything then they won’t be able to get support from that person. So, it might be one of the issues, one of the factors in which that person might not want to speak up.”

- Interview with female staff member



⁴⁵ MacIntyre, M, "Gender Violence in Melanesia and the Problem of Millennium Development Goal No. 3" (ANU 2012) <http://press-files.anu.edu.au/downloads/press/p182671/pdf/ch082.pdf>

⁴⁶ "Facing Gender Inequality Head-On Helps SolTuna Succeed" IFC, March 2019

https://www.ifc.org/wps/wcm/connect/news_ext_content/ifc_external_corporate_site/news+and+events/news/tackling-gender-inequality-solomon-islands

3.3 Most survey participants recognise that women and men in the workplace are affected by violence

Given the rates of violence reported by survey participants, it is perhaps unsurprising that half of the women (50 percent) and 47 percent of men surveyed said they thought at least some of the women in their workplace were impacted by family and sexual violence. The numbers were similar— 42 percent of women and 45 percent of men — thought at least some men in their workplace were impacted by violence (Table 19, Annex 3).

Whether or not they had directly experienced violence, 23 percent of all survey participants (n=320) reported that family and sexual violence had affected their ability to get to work, be safe at work and perform at work at least once. This impact was more commonly reported by women than by men.

Among survey participants from the three companies, there was greater acknowledgement of the impact of violence as well as how common it is by employees from Company A than the other two companies. This could be because more comprehensive supports

and public anti-violence messaging are in place at Company A (Figure 10).

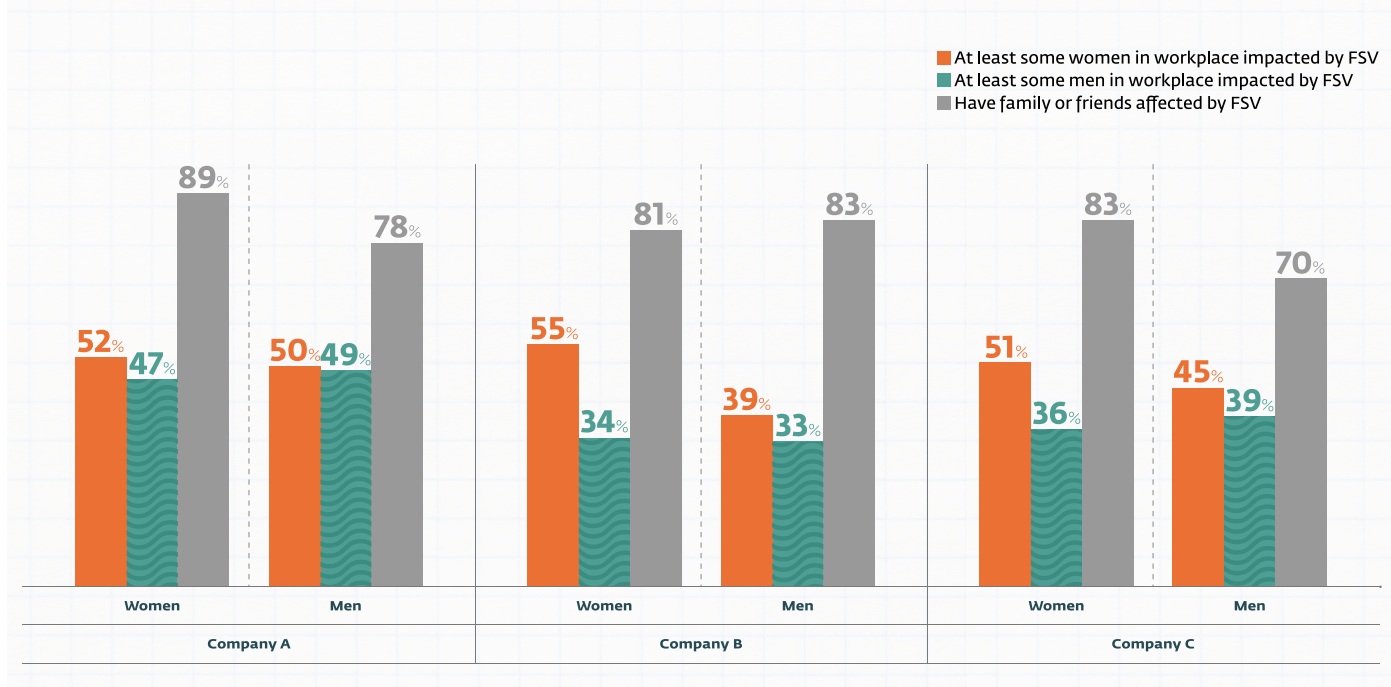
3.3.1 Family and sexual violence affects employees' ability to get to or stay at work

Feelings of anxiety, depression or shame about family and sexual violence are the main obstacles to employees getting to or staying at work for a full day. These feelings were reported by 52 percent (n=311) of affected survey participants (Table 20, Annex 3).

Other work and career impacts of family and sexual violence the survey participants experienced include feeling drained of enthusiasm owing to the violence; needing time off to attend court hearings; and feeling stressed and pressured because of the perpetrator's jealousy towards the individual working with colleagues of another gender.

More women than men reported almost all types of impacts. A few respondents said missing work was a strategy they used to prevent violence or to plan for what to do in the event of it occurring.

Figure 10: Impacts of family and sexual violence on workplace, family and friends



“He says I have affairs with my male colleagues, so he deleted most of their numbers from the company issued phone and does not like to hear me talk about work.”

- Female survey participant



“Coming home drunk and expecting me to sit with him until he finishes his alcohol, prepare his meal, go to bed, and force to have sex, when I’m really tired, and go to sleep very late, waking up early to prepare kids to go to school then go to work tired. That affects my concentration, with less productivity. I do not get to perform to my best. My situation is very difficult, cause I live in a house where I cannot make noise, and when he is drunk, it puts me under a lot of pressure, because he is very violent and he can do abusive actions to others that might cause [me to lose] my job and the home that I house my children, so I just have to live with it. I have lived with this for more than 10 years now.”

- Female survey participant



“Sometimes it was just safer to skip work for the day so that I could ensure that I had an escape route planned for me and my kids when my partner was drinking.”

- Female survey participant



“Greatly missed days or leave work early or very late to avoid confrontations.”

- Female survey participant



“Sometimes I was being threatened to be attacked at the workplace and afraid I might get terminated so I had to stay home in order protect myself and my job.”

- Female survey participant



3.3.2 Most survey participants recognise that women and men in the workplace are affected by violence

Some survey participants said family and sexual violence can present itself in the workplace. The most common workplace incident was an abusive person contacting the affected person's colleagues, supervisors, or clients. One male employee described how a family member directly emailed his supervisor about personal matters. These behaviours can risk employees' safety and can sabotage victim-survivors' employment.⁴⁷

When family and sexual violence occurs at the workplace, a business' ability to provide adequate workplace health and safety⁴⁸ can be compromised. To illustrate this risk, 16 percent of participants who experienced family and sexual violence more than 12 months ago and 20 percent of people with an experience of violence in the last 12 months said they felt unsafe at work sometimes in the four weeks preceding the survey. One employee wrote in the survey, "I always fear serving male customers when he's standing in the workplace and watching me". When an employee's safety is compromised, it is difficult for them to perform at their best⁴⁹ and employers can expect a productivity loss.

Inadequate training can also compromise workplace safety. Almost half (43 percent) of all participants said they are responsible for supervising at least one other staff member yet less than half (46 percent) have received training or awareness raising about family

"We expect our workplace to be a safe environment for all employees to come and perform their function free of any violence. We do also have a sexual discriminatory policy, so it's [family and sexual violence] not accepted here and if [we] found out we have whistleblower programs as well."

- Interview with male staff member



Protection orders name the workplace as a place not to be approached

A small number – 2 percent – of survey participants who have experienced violence in their lifetime said they *always* feel unsafe at work. However, the proportion of people who *often* feel unsafe at work may be larger than reported. More than half of all survey participants who had obtained a protection order (58 percent) listed their workplace as a place the perpetrator was not allowed to approach. Protection orders are issued by a court to safeguard a person or people at risk of family and sexual violence.

⁴⁷ Braaf, R. and Barrett Meyering, I. (2011) Seeking Security, Promoting Women's Economic Wellbeing Following Domestic Violence Available at: <https://webarchive.nla.gov.au/awa/20120202023049/http://pandora.nla.gov.au/pan/132053/20120202-1329/www.adfvc.unsw.edu.au/PDF+files/Seeking+Security+Report+WEB.pdf>

⁴⁸ International Labor Organization (1981) Occupational Safety and Health Convention (Convention 155) Available at: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C155

⁴⁹ UN Women (2019) Ending Violence is Our Business—Workplace responses to Intimate partner violence in Asia and the Pacific.

and sexual violence. There may be opportunities for companies to provide ongoing training to staff about family and sexual violence as part of wider workplace health and safety activities, and induction and supervisor training.

3.3.3 COVID-19 may have heightened impact of family and sexual violence on the workplace

Rates of family and sexual violence tend to increase during public health emergencies such as Covid-19. For example, in Indonesia 83 percent of people who participated in a phone survey said that they believed that intimate partner violence had worsened because of Covid-19.⁵⁰ While prevalence rates reported in this study in the last 12 months are lower than 12 months ago, these figures do not indicate a reduction in violence as violence experienced more than 12 months ago is a cumulative total.

COVID-19 lockdowns have reduced access to basic

needs, increased financial stress and social isolation, and limited the ability for people to escape abusive partners.⁵¹ Following the stay at home order in Port Moresby in March 2020, calls to the PNG phone help line, 1-Tok Kaunselin Helpim Lain, dropped in April 2020 and then rose the following month after the lockdown ended, indicating that it was difficult for people to access help during that time.

Interviewees had mixed views about whether COVID-19 made family and sexual violence worse. Some people said there were positive aspects of the stay at home order. Other interviewees said that the pressures of the stay at home orders caused stresses at home and as a result may have reduced people's work productivity. Other people who were interviewed said the redundancies caused by the economic consequences of COVID-19 were a major source of pressure on families. One of the participating companies reported that 15 percent of its workforce was made redundant because of the pandemic.

“During the lockdown most families were together because most places guys usually hang out at were closed, so people were in their homes. This was positive because families go through violence because the other partner is not at home and this causes arguments and then the effects on the workplace.”

- Interview with female staff member



“It’s difficult to draw a correlation between COVID-19 and family and sexual violence. Possibly you’ve got lockdowns, you’ve got work from home, those types of responses both from governments and businesses which can create a little bit more friction at home, by virtue of people having less pay, having to work in an environment which at home may not necessarily be conducive to normal productivity or outputs.”

- Interview with company leader

“Some people have been made redundant. It puts pressure on them if they’re the sole breadwinner. It’s very difficult, and there may be problems because they may be having lots of people in their home. Specially for Papua New Guineans, we can have several families in one home so this will cause relationship problems, financial constraints.”

- Interview with female staff member



⁵⁰The East Asia and Pacific Gender Innovation Lab (2020) What Factors Exacerbate and Mitigate the Risk of Gender-Based Violence During COVID-19? Insights From a Phone Survey in Indonesia

⁵¹IFC (2020) COVID-19 and Gender-Based Violence: Workplace Risks and Responses: A Guidance Note for Employers Available at: https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/gender+at+ifc/resources/covid19+and+gender+based+violence+workplace+risks+and+responses

3.3.4 Close to two weeks of staff time lost per person per year to family and sexual violence

Based on answers to several questions in the Family and Sexual Violence Workplace Survey it is estimated that every year companies lose just under 10 working days for each employee because of the impacts of family and sexual violence.⁵² This is calculated on the basis that the survey participants are representative of all employees. These 9.41 lost days can be attributed to employees:

- » working less productively due to feeling tired, distracted and unwell at work (4.82 days)
- » coming to work late or leaving work early (0.40 days)
- » missing work (2 days)
- » supporting colleagues, often in ways where employees may have inadequate information about how to respond to violence and to attend to self-care (2.19 days)

Companies A and B, which have a more gender-balanced workforce than Company C, have fewer estimated lost days to family and sexual violence. Company B loses 6.39 days annually, Company A loses 10.87 days and Company C, 15.06 days. Company A has implemented more supports than the other

companies, and it is not clear why Company B is estimated to have lost far fewer days because of the impacts of family and sexual violence than the other companies. Figure 11 shows the make up of each company's workforce and that the number of people employed at Company B is considerably lower than the other two companies.

These estimates do not account for the few survey participants who said they had been late to work and missed work up to 25 times in the four weeks prior to the survey. These responses were replaced with the nearest reasonable value of five times per week on the assumption that these cases of extremely frequent lost time were highly unusual.

3.3.5 Around PGK7.3 million lost per year to family and sexual violence

Based on the estimate of 9.41 days lost per employee per year and private sector wages⁵³ in Papua New Guinea in 2014 (adjusted for inflation to 2019 Kina),⁵⁴ the combined estimate of annual lost wages to impact of family and sexual violence is PGK 7,367,146.00 (approximately USD\$2.1 million) for Companies A, B and C. Refer to Annex 2 for calculation details.

Table 4: Wages lost to family and sexual violence

| Level of seniority | Daily wage (Kina) | Daily wage * 9.41 (days lost to family and sexual violence) | Number of staff at Companies A, B, C | Wages lost to family and sexual violence (Kina) |
|--------------------|-------------------|---|--------------------------------------|---|
| Frontline staff | 88.90 | 836.58 | 4,328 | 3,620,378.74 |
| Middle Management | 371.55 | 3,496.28 | 574 | 2,005,256.27 |
| Senior Management | 591.58 | 5,566.78 | 313 | 1,741,510.99 |
| TOTAL | | | | 7,367,146.00 |

⁵²This section is based on the method used in IFC's studies in Fiji and Solomon Islands, and calculations are provided in Annex 2. Estimates are based on an 8-hour day, 40-hour work week and 48-week work year.

⁵³AusAID and Institute of National Affairs (2015) Grappling afresh with labour resource challenges in PNG Available at: [http://www.inapng.com/pdf_files/Grappling%20afresh%20with%20labour%20resource%20challenges%20in%20Papua%20New%20Guinea%20-%20a%20framework%20for%20moving%20forward-Final\(2\).pdf](http://www.inapng.com/pdf_files/Grappling%20afresh%20with%20labour%20resource%20challenges%20in%20Papua%20New%20Guinea%20-%20a%20framework%20for%20moving%20forward-Final(2).pdf)

⁵⁴"Papua New Guinea Data," World Bank, accessed March 2021, <https://data.worldbank.org/indicator/FP.CPI.TOTL.ZG?locations=PG>



Calculating lost days

- » For survey participants who reported feeling distracted, tired, or unwell, a productivity-loss multiplier based on the frequency of the effect reported, was applied: rarely = 5 percent; sometimes = 10 percent; often = 15 percent; always = 20 percent. That is, for someone who reported 'always' feeling distracted, tired, or unwell at work, it was estimated that they lost 20 percent of their eight-hour work day, or 1.6 hours
- » For employees who reported being late to work, lost productivity was calculated on the basis of one hour per time. For this, and for employees who reported being absent from work, the frequencies for the four-week period (as per the survey question) were used to calculate an annual figure.
- » For time spent by employees responding to the effects of family and sexual violence in the workplace, the mid-points of the answer categories were used (less than 1 hour per week = 0.5 hours; 1-5 hours per week = 3 hours; 6-10 hours per week = 8 hours; more than 10 hours per week = 10 hours).
- » All these calculations were applied to the all employees based on the experience of the sample. The same prevalence and impact among the workforce have been assumed. While this is not a statistically accurate approach, as the sample was not randomly selected, it does illustrate the cost of family and sexual violence to businesses.

3.4 Inconsistent understanding of and attitudes towards family and sexual violence

In the interviews at least one participant implied that physical forms of violence were more 'real' rather than other forms of violence such as psychological abuse.

"I think there is not too much real violence, but the psychological abuse is there. The financial abuse is there so we don't get to the physical parts, but you do see those little hints where the female misses out work more often to be at home with the kids."

- Interview with female staff member

Another interviewee suggested colleagues' limited understanding of violence may make them more tolerant of it.

"More people need to know what family sexual violence is. Most of them don't even know what it is and have been tolerating it and it's somewhat unknown to them and that's the sad thing."

- Interview with male staff member

Another interviewee suggested colleagues' limited understanding of violence may make them more tolerant of it.

"More awareness and support is required in order to help those who are suffering silently."

- Female survey participant

3.4.1 Most participants believe family and sexual violence is unacceptable

The Papua New Guinea Demographic and Health Survey (2016-18) (which asked slightly different questions to the Family and Sexual Violence Workplace Survey) found that 70 percent of women and 72 percent of men believe it is justifiable for a man to hit his wife under certain circumstances such as neglecting children, going out without telling her spouse and arguing with her spouse.⁵⁵

In contrast, among the survey participants, 11 percent (8 percent of women and 14 percent of men) think family and sexual violence is acceptable in some circumstances. When asked about their colleagues' attitudes towards family and sexual violence, just over one quarter of participants (26 percent, n=361) said they think at least some of their co-workers think it is acceptable. Responses to additional questions show the level of acceptance could be slightly higher (Figure 11). For instance, 13 percent of survey participants said they believe male to male violence is sometimes acceptable and more numbers of men accept violence than women and people who did not disclose their gender. In the survey responses, acceptability of violence towards children was low, but one company leader said that "certainly within the PNG culture there's a discipline which borders on corporal punishment" for children.

The lower level of acceptability among participants in this study compared with the general population could be because of the work already undertaken at the participating companies to respond to family and sexual violence.

3.4.2 Differences in acceptability and prevalence of family and sexual violence

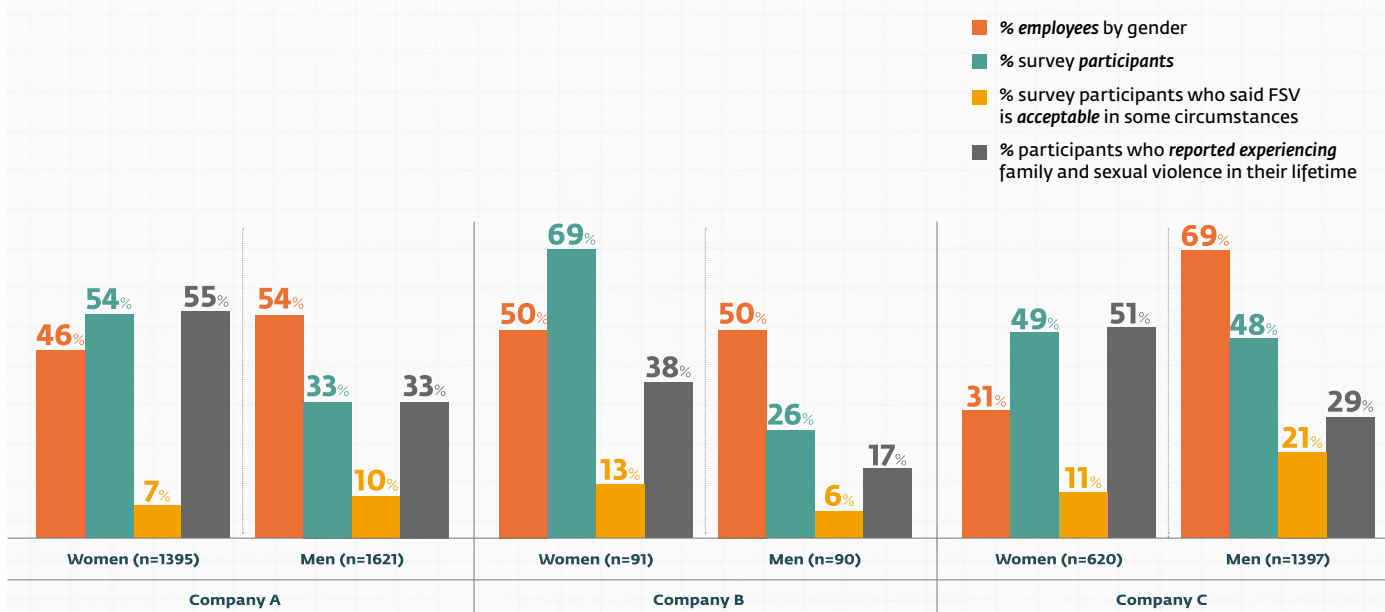
The survey found that family and sexual violence affects people from all socioeconomic backgrounds, regardless of level of seniority in the business. However, the following sections illustrate that there were some differences in both acceptance and prevalence of family and sexual violence.

3.4.3 Acceptance of violence differs by company

The companies involved in this research have progressed at different paces in responding to family and sexual violence. In addition, while Companies A and B have gender balanced workforces, women account for one third of the workforce at Company C.

Although survey participants at Companies A and B were less likely to say violence is acceptable than staff at Company C, the reported rate of family and sexual violence was highest at Company A (Figure 11). This could be because at Company A people are encouraged to speak out against it and there is a company culture that does not accept violence.⁵⁶

Figure 11: Gender balance, acceptance, and prevalence of family and sexual violence by company



⁵⁵ National Statistical Office (NSO) [Papua New Guinea] and ICF (2019) Papua New Guinea Demographic and Health Survey 2016-18

Available at: <https://dhsprogram.com/pubs/pdf/FR364/FR364.pdf>

⁵⁶ World Health Organization and London School of Hygiene and Tropical Medicine (2010) Preventing Intimate Partner and Sexual Violence Against Women: Taking Action and Generating Evidence Available at: https://www.who.int/violence_injury_prevention/publications/violence/9789241564007_eng.pdf



3.4.4 Acceptance of violence differs by gender, marital status and where participants live

Acceptability of violence differed among survey participants according to their gender, marital status and where they live (Annex 3: Table 16, Table 17 and Table 18).

Nearly one in five (18 percent) of marriages in PNG are polygamous⁵⁷ and among this group, 38 percent of men said family and sexual violence is acceptable in some circumstances and 75 percent of women in polygamous relationships have experienced violence. The average of ever partnered men who reported that family and sexual violence is acceptable in some circumstances was significantly lower at 13 percent, as was the average of ever partnered women who reported experiencing violence (54 percent).

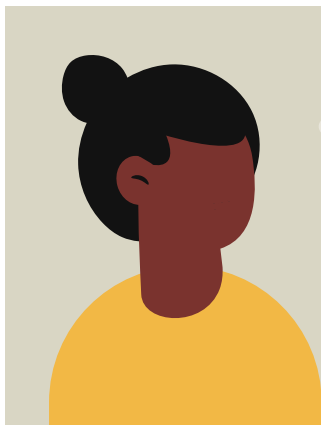
People who have not been in an intimate relationship

reported lower experiences of family and sexual violence and are less accepting of it.

In terms of geography, acceptability of violence was lowest among women in urban and suburban areas and highest was among men living in a settlement.⁵⁸

3.4.5 Fixed gender roles a common justification for family and sexual violence

A few interviewees and survey participants said that many in the community believe that women are a form of male property and are subordinate to men. When women are seen to fall short of or challenge the social expectations about appropriate roles and behaviors for women and men⁵⁹ they can face a heightened risk of violence as 'punishment' for not acting in a culturally acceptable way. Women are often then blamed for violence being perpetrated against them.



“People think if their wife misbehaves, or if she doesn't do what they want her to do, it's normal for them to punch her. You know it was a cultural thing before and now people are slowly seeing that no, no, they have no right to punch somebody else. People previously thought that because they paid a bride price, their wife did not have a right to not do what they want 'cause they already paid for her. You know this is not really right. It's not an item where you pay for it and you can use as you wish.”

- Interview with male staff member

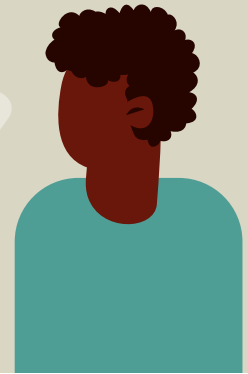
⁵⁷ National Statistical Office (NSO) [Papua New Guinea] and ICF (2019) Papua New Guinea Demographic and Health Survey 2016-18. Polygamy is defined as when a person has more than one spouse.

⁵⁸ Settlements are residential areas where a group of housing units has been constructed on land to which the occupants have no legal claim, or which they occupy illegally and or unplanned residential areas where housing is not in compliance with current planning and building regulations. World Bank (2014) Papua New Guinea: Sanitation, Water Supply and Hygiene in Urban Informal Settlements, Social Research Findings and Recommendations Available at: <https://openknowledge.worldbank.org/handle/10986/20398>

⁵⁹ Homan, S., Honda, T., Leung, L., Fulu, E. & Fisher, J. "Transforming Harmful Gender Norms in Solomon Islands: A study of the Oxfam Safe Families Program" (The Equality Institute, Monash University and Oxfam, 2019) 15, <https://policy-practice.oxfam.org/resources/transforming-harmful-gender-norms-in-solomon-islands-a-study-of-the-oxfam-safe-620938/>

“So, given our culture and the way they are brought up, you know women feel they should be supportive to the man, but not in a way where they're working side by side, but they're working under them. So in that regard they're not given enough room to work outside their role, of their role in the family, so they can't really further concern or talk about it, cause all their life they've been under the notion that they're not supposed to. So that's one thing that is something that's always gonna be at the backbone of FSV.”

- Interview with male staff member



“My commitment to work is always greatly impacted by my spouse. It gets tiring as I have to try to balance things out between work life and my wife and kids. I feel that a woman should support her husband if he is the sole bread winner and not to be a constant obstacle. A man who values family can easily be brought down from within by the woman he loves, to maintain control over the household sometimes requires the use of force, which is regrettable but most times necessary.”

- Survey participant, gender not disclosed



“There are, unfortunately, a number of our male employees that are on the receiving end of very manipulative or seemingly manipulative woman. And then once a man is at his weakest where he can't control his emotions anymore and then bam, and then he walks away feeling even worse than he did before he threw the hit.”

- Interview with female staff member



3.5 Seeking help in the workplace often leads to positive outcomes

Addressing the impacts of family and sexual violence is in employers' best interests, not least to reduce the number of lost days per employee, the majority of whom (85 percent of survey participants) believe that employers should support staff impacted by violence.

Just over half of all participants who reported

experiencing violence (58 percent, n=351) had discussed the issue with someone at work. Researchers from BCFW noted that family and sexual violence is regarded as a sensitive issue and were unsurprised that few survey participants disclosed the reasons why they experienced violence. In many countries, the issue of family and sexual violence is kept silent, perpetuating and worsening the problem.⁶⁰ The power of silencing the issue was discussed by some interviewees.

⁶⁰ United Nations Assistance Mission in Afghanistan and Office of the United Nations High Commissioner for Human Rights (2009) Silence is Violence: End the abuse of women in Afghanistan Available at: <https://www.ohchr.org/Documents/Countries/ReportViolenceAgainstWomen.pdf>

“Most of these things are too personal and maybe staff don't want to talk about it, so they don't talk openly to staff like us.”

- Interview with female staff member

“Females who go through violence at home, they wouldn't want to share it. They fear the partner might find out and they will get worse treatment. Some spouses, even in workplaces, are aggressive.”

- Interview with female staff member

“If they are willing to come forward to seek assistance, we can assist them. If they're fearing for their lives because they might report and get attacked this is where the information doesn't come to us.”

- Interview with male contact team member

Interviewees said fear of further harm made it difficult for some staff to disclose family and sexual violence. These lived experiences indicate that the disclosure of severe violence may be least likely. This is consistent with other research which suggests that people who experience family violence do not report it until it can no longer be endured.⁶¹ Raising workplace awareness and building trust among employees so they feel comfortable to disclose violence to their workplace contact teams is urgently required.

3.5.1 Better outcomes for people who disclose violence to a manager, contact team or human resources

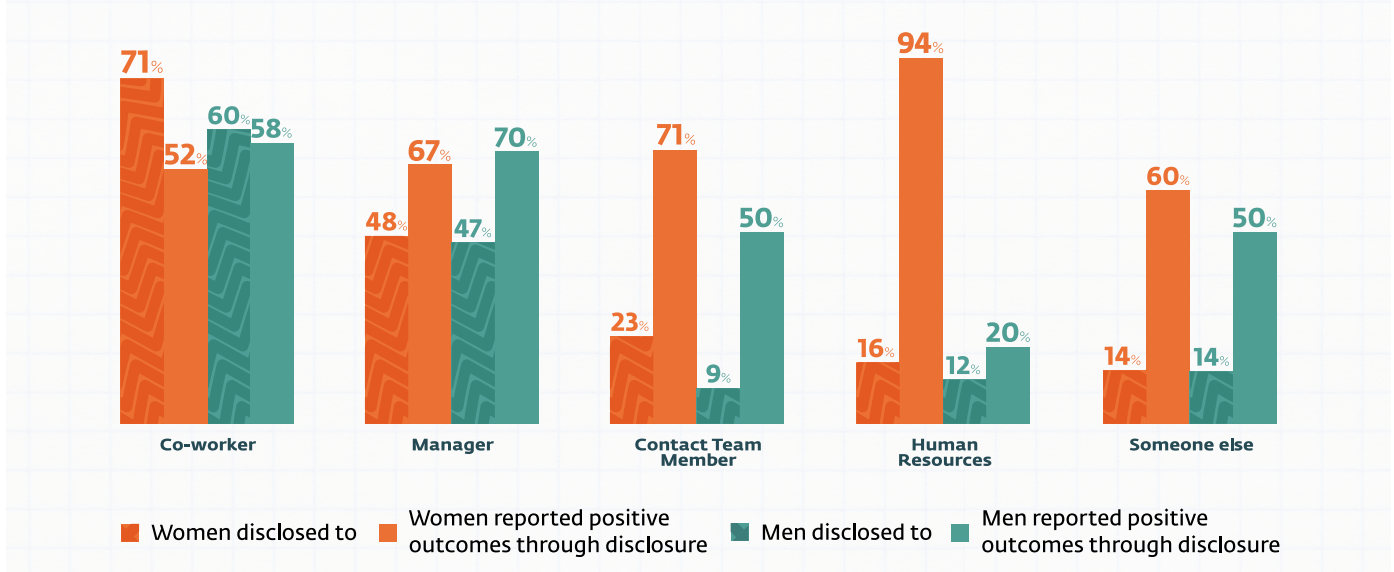
Of the people who discussed their experience of family or sexual violence at work, they most frequently spoke to a colleague, followed by a manager. Men usually discussed the issue with a co-worker but most frequently reported positive outcomes after talking to a manager. Each of the participating companies have a contact team in place. This is a group of people trained to assist those affected by violence by referring them to the appropriate services and helping them to make reasonable workplace adjustments (for example, special leave to deal with issues arising from the violence). However, only 10 percent of employees (most of whom were women) said they discussed the violence with a member of the contact team. There is considerable scope to increase the usage of contact teams which are still relatively new, the companies establishing them in 2019 and 2020.

Figure 12 illustrates that regardless of who they talked to, survey participants reported positive outcomes following their disclosure.⁶² However, more women who reported violence to a contact team member, a manager or human resources officer reported positive outcomes, compared with those who talked to a co-worker or someone else.

⁶¹ Goodson, A., Hayes, B. 'Help-Seeking Behaviors of Intimate Partner Violence Victims: A Cross-National Analysis in Developing Nations'. Journal of Interpersonal Violence, no. 36 (2021) 9-10. doi: 10.1177/0886260518794508

⁶² Totals exceed 100 percent as participants could select multiple responses.

Figure 12: Workplace disclosure of family and sexual violence and result



3.5.2 Paid leave, counselling and case management most common workplace supports

Survey participants affected by family and sexual violence most commonly received workplace support through paid time off, counselling and referral to Bel isi PNG case management⁶³ (Table 22, Annex 3). Staff who experienced violence in the last 12 months were more likely to receive and access these supports compared with survey participants who experienced violence more than 12 months ago.

The next most frequent survey response was that the company was unable to help the affected person. However, the proportion of employees who said their company could not help them was lower among those who had experienced family and sexual violence within the last 12 months (8 percent of women and 16 percent of men) compared with people who had experienced it more than 12 months ago (10 percent of women and 21 percent of men).

Of the employees who experienced violence in the last 12 months, 4 percent at Company A and 9 percent at Company C said they could not get help from their workplace. No employees at Company B who had experienced violence in the last 12 months said they were unable to get help from the company. Some of the staff who participated in interviews were not aware of the support available for employees affected by family and sexual violence apart from their company's subscription to Bel isi PNG.

The differences in outcomes between those experiencing violence more than 12 months ago

compared with those who have experienced violence more recently indicate that companies' responses to family and sexual violence are strengthening. Women who experienced violence in the last 12 months were more likely to receive support through the company than men. Apart from paid time off, women with experiences of violence more than 12 months ago proportionally received less support than men.

Both women and men who answered the survey said that counselling is the most useful support their employer can provide. Men also commonly thought employers should provide counselling for their concern that they may threaten or commit family or sexual violence. After counselling, women most often said they would like referrals to Bel isi PNG services, while men said they would like access to flexible work arrangements as the next most useful support.

3.5.3 Case for strengthening workplace responses to perpetrators of family and sexual violence

Given the high prevalence of family and sexual violence in PNG, it is reasonable for companies to assume that perpetrators of violence are among their employees. The survey found that 15 percent of people who experienced family and sexual violence in their lifetime either currently work (4 percent) or have previously (10 percent) worked with the abusive person. That there are perpetrators of violence among staff presents an opportunity for businesses to develop their approaches to responding to perpetrators of family and sexual violence in the workplace.

⁶³ Employees don't require a company referral to access supports from Bel isi PNG.

“Perpetrators are openly coming out and you know they also need help. They need to control their anger and to find support to help them stop what they're doing.”

- Interview with male staff member



All three companies have zero tolerance of violence of any kind, including family and sexual violence. One of the companies reported terminating up to 30 people a year as a consequence of inappropriate behaviors such as bullying, sexual harassment and family and sexual violence. An automatic zero tolerance approach in which an employee is immediately terminated after a company establishes that they are a perpetrator of violence is the subject of debate.⁶⁴ While violence is a crime and it is important for companies to oppose it, in practice instant dismissal may lead to underreporting or an escalation of violence where perpetrators retaliate following their termination of employment. In instances where the terminated employee is the sole family breadwinner, the family may be significantly adversely impacted by the company's action.

BCFW has consulted with major PNG companies on engaging men who may be violent⁶⁵ and found that some are not inclined to seek support as they believe it is a sign of weakness. For those who do want support, there are almost no services for perpetrators of violence.⁶⁶ Men who were consulted by BCFW said that workplaces could engage them by:

- » facilitating men's groups led by trained

moderators to help participants discuss issues that are factors in the use of violence such as stress

- » implementing a buddy program where men are trained to counsel their peers⁶⁷
- » facilitating men's groups led by trained moderators to help participants discuss issues that are factors in the use of violence such as stress.

The Family and Sexual Violence Workplace Survey asked participants whether they had received, or would like, counselling about their concern that they may commit or threaten family or sexual violence (Table 23, Annex 3). Only a small number of women and men reported receiving counselling of this kind, however greater numbers said that they would like this support.⁶⁸ Just over half of the survey participants from Company B (52 percent) said they wanted this type of counselling compared with 42 percent from Company A and 29 percent from Company C.

Initiatives that specifically engage men on ending violence should conform to the Warwick Principles, a set of Pacific community-agreed principles on best practices for violence prevention and perpetrator programming.⁶⁹

⁶⁴ Our Watch and No To Violence (2017) Workplace responses to perpetrators of violence against women Available at: https://d2bb010tdzqaq7.cloudfront.net/wp-content/uploads/sites/2/2019/05/01042449/Workplace-responses-to-perpetrators_SummaryPaper_Dec-2018.pdf

⁶⁵ Noting that men's perpetration of violence against women is the predominant form of family and sexual violence in PNG, women are also perpetrators. The Government's Strategy to Prevent and Respond to Gender-Based Violence includes the alarming finding that 90 percent of women serving prison time in PNG have committed murder, often defending themselves against family and sexual violence. Government of Papua New Guinea (March 2017) Papua New Guinea National Strategy to Prevent and Respond to Gender Based Violence 2016-2025

⁶⁶ BCFW (2020) Review of Male Support Services (unpublished)

⁶⁷ BCFW (2020) Consultation with Men Report (unpublished)

⁶⁸ The international research on women's use of violence is less well established than the evidence about male violence. It appears women are more likely to use psychological, verbal and emotional violence than any other type and commonly women use force in self-defence. Warren, A., Martin, R. & Chung, D., "Women Who Use Force in a Family Context: Scoping Reviews" (The University of Melbourne and Curtin University 2020) https://violenceagainstawomenandchildren.com/wp-content/uploads/2021/01/Volume-2_International-Literature-Review_August-2020.pdf

⁶⁹ Bhe Regional Pacific Women's Network Against Violence Against Women and UN Women (2020) The Warwick Principles: Best Practices for Engaging Men and Boys in Preventing Violence Against Women and Girls in the Pacific Available at: <http://www.fijiwomen.com/wp-content/uploads/2020/12/Warwick-Principles-FINAL-17.11.20.pdf>



The Warwick Principles

Developed in consultation with regional stakeholders between 2016 and 2019, and facilitated by the Regional Pacific Women's Network Against Violence Against Women and UN Women Fiji Multi-Country Office, the Warwick Principles aim to ensure that programs engaging men and boys in the prevention of violence against women and girls are:

1. accountable to women and girls and involve their participation from an early stage.
2. do no harm so that women and girls do not experience any negative impact because of the program.
3. grounded in a human rights-based approach and upholds the rights and freedom of women and girls.
4. evidence-based and evidence-building
5. inclusive and intersectional so that all people, regardless factors such as location, sexual orientation, gender identity, or physical ability can participate in programs
6. gender transformative so that the gender roles that underpin violence are identified and challenged
7. informed by local context so that programs are developed and implemented in ways appropriate to the community

3.5.4 Police and medical services most commonly accessed community support

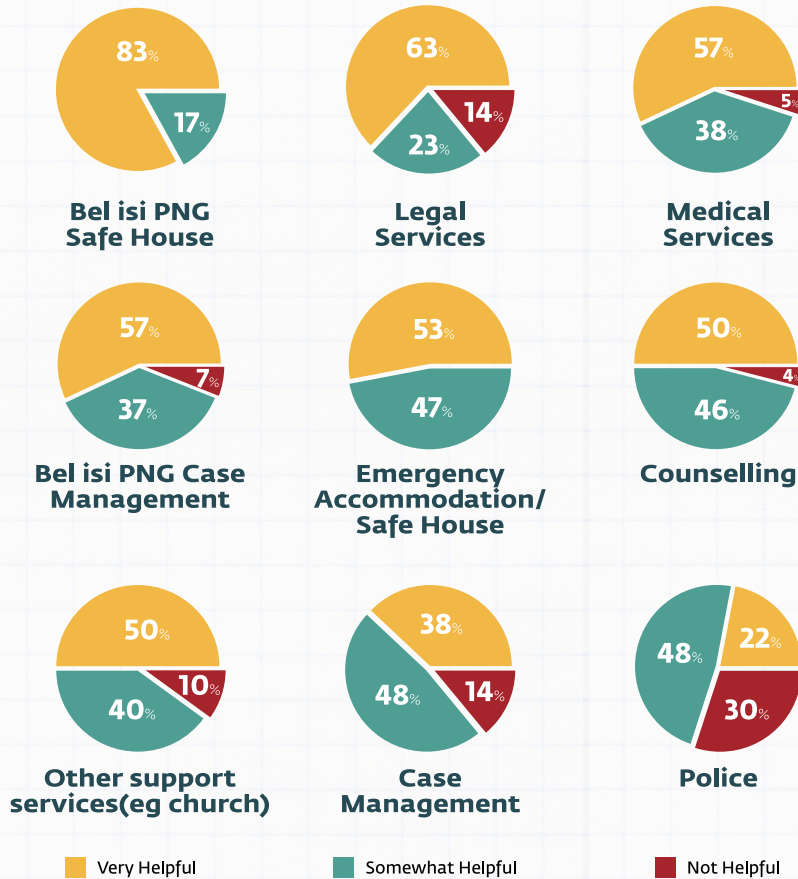
Over a quarter of the survey participants affected by family and sexual violence in the last 12 months sought help from police (27 percent) and slightly fewer (22 percent) sought medical attention, suggesting these respondents experienced severe violence (Table 24, Annex 3). Less usage of other services was not unexpected as there is a low level of public awareness of services and those who are aware have concerns about service quality.⁷⁰

3.5.5 Bel isi PNG services considered among the most helpful support

Of the survey participants who experienced family and sexual violence in the last 12 months, the Bel isi PNG safe house, legal and medical supports and Bel isi PNG case management were considered the most helpful (Figure 13). Assistance from the police was most frequently accessed but was considered the least helpful.

⁷⁰ IOD Parc (2016) Independent Formative Evaluation of Family Support Centres in Papua New Guinea Available at: <https://evaluationreports.unicef.org/GetDocument?fileID=8776>

Figure 13: Helpfulness of community support services



3.5.6 Bel isi PNG services underused relative to need

Despite the need for family and sexual violence response services and the perceived high quality of Bel isi PNG services, few people requiring these services accessed them. Since 2018, 78 employees in total (all but four of whom are women) from the three companies used the Bel isi PNG case management centre or safe house services.⁷¹ Among the employees who experienced family and sexual violence in the last 12 months, 12 percent of staff from Company A, 10 percent from Company B and 9 percent from Company C used the case management service. Two percent of staff from both Company A and from Company C accessed the emergency accommodation

(Table 26, Annex 3). No employees from Company B used the emergency accommodation.

Apart from the reluctance to disclose experiences of violence discussed earlier, the limited use of Bel isi PNG may be because it has only been operating since 2018 and only in Port Moresby. Nearly one quarter (23 percent, n=329) of survey participants work outside the capital.

Some interviews suggest that awareness of Bel isi PNG among employees at the participating companies is not as widespread as some managers believe it is. Employees don't require a referral to the service, and can access it independently of their employer, however, this may not be widely known.

⁷¹A calculation of the proportion of survey participants who experienced family and sexual violence and who received support from Bel isi PNG has not been made. The assumption is that not all victim/survivors of family and sexual violence who attended Bel isi PNG completed the survey. The count of 78 people from the three participating companies who have used Bel isi PNG services spans the lifetime of the service (approximately 2.5 years).

“I think that everyone in the company bar maybe a few relatively new joiners will be aware of our relationship with Bel isi, will know where they can go and pick up the telephone number and will know that the company has a very principled stand against gender-based violence. What I simply don't know is how willing people are to use it.”

- Interview with company leader



“All staff affected are referred to Bel Isi PNG for help and sometimes taken to the safe house.”

- Female survey participant



3.5.7 A range of services provided to clients of Bel isi PNG

The main types of support Bel isi PNG provided to employees from the participating companies were information about other services, food, transport and

counselling (Table 27, Annex 3).

Some interviewees said Bel isi PNG services have a crucial role in keeping affected staff safe and employed.

“Subscribing to Bel isi in itself is a benefit and the fact that people are able to change their lives without losing their job or losing their lives is the biggest benefit of them all.”

- Interview with female staff member



“I appreciate my employer and Bel Isi PNG. The support I got from them to obtain an IPO [interim protection order] within two weeks was very helpful. By obtaining this IPO it really changed my mindset and how to protect my children from my de facto partner. The service you provide through Bel Isi PNG does help a lot. Thank you so much.”

- Female survey participant



3.5.8 Opportunities to improve Bel isi PNG company subscription

This section describes common themes raised by interviewees about how the Bel isi PNG-company subscription model could be enhanced.

Hours of operation

Some said that the operating hours of Bel isi PNG's case management service (8am-5pm) was a limitation.

“We run the safe house and case management centre for Bel isi as a work operation 8 to 5. But then most of the violence happens after hours after someone's had a drink after work. To those people that need help at that time and there are no buses running for them to run to family or escape? It's much more unsafe at night to run as well.”

- Interview with female staff member

To meet the need for emergency support after hours, G4S (an international security company with a presence in PNG) launched the Meri Seif Phone Line in June 2019 as part of Bel isi PNG's services. The service provides 24-hour a day, 7 day a week emergency

transport for people affected by family and sexual violence in Port Moresby and helps them reach a safe place such as family or friend's home, hospital or police station.⁷² The Meri Seif Line was not mentioned by any participants in this study suggesting limited awareness of it among staff of subscribing companies.

Lack of clarity about company support roles and Bel isi PNG case managers

Most survey participants who used Bel isi PNG services found them helpful, however, two interviewees said the Bel isi PNG case managers were not always effective in supporting employees who need help. These two people were concerned that company staff and contact team members took on some of the case management process because they thought some referrals “get stuck” after being passed onto Bel isi PNG. This issue may be because of the complexity of supporting clients where there is a limited support system for people affected by violence, or because the roles of contact team members in the subscribing companies and case workers from Bel isi PNG are not clear.

“Whatever shape or form the clients show up to Bel isi, it becomes a case workers' problem to create a case file and cover everything and drive it for the staff...To me, that was the whole reason for setting up Bel isi, so staff don't lose time and they don't get lost within the referral pathways.”

- Interview with female staff member

⁷²“G4S Meri Seif Line - committed to sensitively assist survivors,” BCFW accessed March 2021, G4S Meri Seif Line - committed to sensitively assist survivors

Mixed views of the financial value of subscribing to Bel isi PNG

Company leaders who were interviewed said they believed Bel isi PNG was a very important initiative in enabling companies to respond to family and sexual violence. However, they also said they were yet to determine whether there is a business case to justify the cost of the subscription. The combined yearly

Bel isi PNG subscription cost of PGK300,000 (USD 85,000) for Companies A, B and C is significantly less than the estimated annual lost work time resulting from family and sexual violence (PGK7,367,146.00/USD 2,108, 972.26) at the three companies.

Leaders also said that companies may stop subscribing to Bel isi PNG if they need to cut costs, as a result of the economic consequences of COVID-19.

“So, for 300,000 Kina, is that [subscription to Bel isi PNG] the right thing to do? Absolutely. You know, I'd spend that on one person. So, do we get a business benefit from it? I just don't know. Is it the right, moral thing to do? Absolutely. Would we do it again? Absolutely. Do we think we get good value for money out of Bel isi? Probably not.”

- Interview with company leader



“Despite many of those businesses seeing [that] Bel isi PNG's important, if your profits contracted, I think that the subscription could be one of the first discretionary expenditures that could be cut by many businesses.”

- Interview with company leader



Opportunities to strengthen communication between companies and Bel isi PNG

Some interviewees suggested that Bel isi PNG could improve how it communicates the ways it has supported people to better demonstrate the value of the subscription.

The research team from BCFW emphasised that if a feedback loop were to be established between Bel isi PNG and subscribing companies, the case information being shared would need to protect the anonymity of employees.

“For us who are subscribers, we'd like to be given that opportunity of regular check ins, what they are doing in their program to date, say instead of us going to them all the time. There should be some kind of quarterly check in with us subscribers, giving us some updates because those of us in the response team we need to go back to the management too and say ok these are the number of cases, or incidents that have come through us.”

- Interview with female staff member



3.6 Prevention of family and sexual violence needed

Most people who participated in this research said they were optimistic about their company's attention to the issue of family and sexual violence. Others said a long term, preventative approach, led by government, the community, and businesses, is necessary to keep the issue on the public agenda

and shift the attitudes that drive family and sexual violence.

Interviewees recognised that businesses in PNG have an important role in leading and contributing to ongoing public discussions about preventing family and sexual violence inside and outside the workplace.

“You know how when there's some form of nationwide protests against violence, it sort of gets that hype and then drops. What can we do as a group that's trying to ensure this course is maintained? We still need to have some form of continuity, an in your face reminder kind of thing. It shouldn't just be a hype and then die down, we need to have some form of continuity to remind people that we need to start respecting people's boundaries.”

- Interview with female staff member

“My recommendation is to incorporate this subject 'Family and Sexual Violence' into school curriculum under Personal Development so that children are made aware of it from an early age. Additionally, the penalties relating to [family and sexual] violence should also be taught in educational curriculum, so that we get serious about it from the start and it should give a warning signals to children that it is a crime.”

- Female survey participant

“I think they've [the company] captured a lot of people's attention already that it's not something for the authority or one individual person to do but it's a collective effort of everybody, the whole community, business community and the company.”

- Interview with male staff member

4

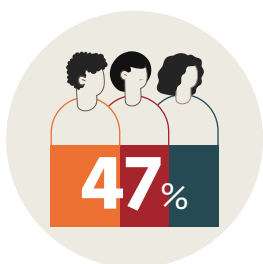
Conclusion



What companies are doing well and how responses to family and sexual violence could be strengthened



Just over 40 percent of people who participated in the survey for this research have directly experienced family and sexual violence. Although more women than men have experienced it, the problem affects all genders and at all levels of seniority within the participating companies. Most participants with no direct experience of violence have family or friends affected by it. A workplace response to family and sexual violence which could incorporate Bel isi PNG is much needed.



Nearly half of all participants (47 percent) said their work is affected because of family and sexual violence. The survey and interviews were carried out during the COVID-19 pandemic and indicate that the stresses caused by the crisis may have worsened family and sexual violence.



Using the survey results as a basis, it is estimated that 10 days of working time a year is lost for every employee at Companies A, B and C owing to family and sexual violence. This equates to over PGK 7.3 million (USD 2.1 million) in lost wages at the three companies annually. This estimate does not factor in the costs to businesses in addressing the lost time such as overtime and recruitment costs, or productivity delays.



At least 16 percent of survey participants affected by family and sexual violence said they sometimes feel unsafe at work.



Although the situation is of concern, there are some promising results from companies that are introducing best practice responses.

- » Employees who have experienced violence in the last 12 months were less likely to say their company could not help them, compared with people who experienced it more than 12 months ago.
- » Women who told a contact team member, manager or human resources officer about the family and sexual violence were more likely to report positive outcomes than those who told to a co-worker or someone else at work.
- » Employees who faced violence within the 12 months prior to the Family and Sexual Violence Workplace Survey were more likely to have received paid time off, counselling and a referral to Bel isi PNG case management than those who experienced violence more than 12 months ago.

There appears to be a link between the gender balance of the workforce, the level of support that companies provide to respond to family and sexual violence, and positive outcomes. These outcomes include less acceptance of family and sexual violence, greater recognition of the impact of family and sexual violence on staff, and fewer days lost to the impacts of family and sexual violence. Fewer employees at these companies said their employer

could not help them when they disclosed their experience of family and sexual violence.

Companies in PNG and elsewhere can support staff affected by family and sexual violence, potentially improve workplace productivity, and improve community attitudes regarding violence by implementing policies, procedures and training to effectively respond to family and sexual violence.



5

Recommendations





Good practice workplaces responses



Encouraging staff to use the available support



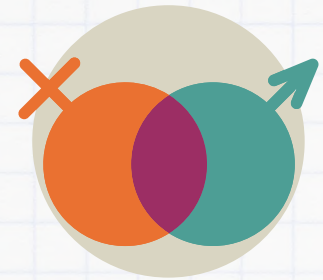
Engaging perpetrators of violence



Financial literacy



Understanding value of Bel isi PNG



Promote gender equality

1.

A case for workplace responses to family and sexual violence

This research shows the prevalence and impact of family and sexual violence in workplaces are high. To contribute to reducing family and sexual violence in PNG, address its business impacts, and support changes in community attitudes, all companies could take the following actions.

Implement good practice workplace responses to family and sexual violence to create a safe and supportive workplace. Key elements include:

- » Leaders modelling respectful behavior and encouraging their employees to disclose family and sexual violence.
- » Introducing policies and procedures, including

a Family and Sexual Violence Policy, to support employees experiencing violence.

- » Assisting employees through a trained, supported contact team which refers employees experiencing family and sexual violence to the relevant services and helps to make reasonable adjustments at work to improve their wellbeing and safety at work.
- » Raising employee awareness through training and information that encourage employees to disclose family and sexual violence and seek support.
- » Monitoring and evaluation of disclosures and responses. Policies and procedures should be periodically reviewed.
- » Subscribing to Bel isi PNG or partnering with other family and sexual violence service providers to strengthen support offered to employees who are victim/survivors of family and sexual violence.

2.

Encouraging staff to use the available support

Not all of those affected by family or sexual violence received help for it through their employer. Very few men accessed support through their employer. Contact teams are under-used and awareness about support services including Bel isi PNG appears to be relatively low.

Companies should encourage more employees to use the available supports for family and sexual violence:

- » Schedule regular, ongoing awareness-raising sessions in training calendars to promote company policies that guide workplace responses to family and sexual violence and lets employees know of the available help.
- » Include messages in company communications (such as intranet, leadership and human resources messages and signage in kitchens and bathrooms) to encourage all genders to seek help for family and sexual violence.
- » As part of the awareness raising, companies that subscribe to Bel isi PNG should emphasise to staff that the service is free, confidential and that staff can contact it directly for help.

3.

Responding to perpetrators of family and sexual violence

Given the high prevalence of family and sexual violence in PNG companies can assume that perpetrators of violence are within their workforce. Some perpetrators of violence want support (counselling about their concern that they may threaten or commit violence) to reduce their harmful behaviour.

Companies could improve their workplace safety by helping to prevent family and sexual violence by implementing violence prevention initiatives:

- » Offer counselling about employees' concern that they may threaten or commit family and sexual violence.
- » Schedule men's peer support and discussion groups and peer counselling.

4.

Focus on nurturing financial literacy and management as protective factor

Financial dependence appears to be a major barrier to people leaving violent situations.

Companies are well placed to help employees foster financial independence:

- » Offer personal financial literacy and management programs for staff in professional development programs.
- » Introduce or partner with relevant organisations to allow employees to access personal financial literacy and management training as part of employees' professional development.

5.

Understanding the value of subscription to Bel isi PNG

Some company staff who were interviewed said that they were not clear about what the company received through subscribing to Bel isi PNG.

For companies to better understand Bel isi PNG's services, Bel isi PNG can formalise monitoring and reporting processes to regularly communicate how the service is supporting employees from subscribing companies.

6.

Promote gender equality within companies

The results revealed a correlation between companies that have gender balanced workforces and a lower acceptance of violence among employees. To achieve workplace gender equality, all companies should identify and address the barriers and enablers to hiring, promoting, and maintaining a gender balanced workforce.



Annex 1:

Research methodology

IFC and the Business Coalition for Women (BCFW) undertook this research, which consists of a survey of employees from three participating companies, interviews with selected staff at each of the three companies, and a review of company human resources and service data from Bel isi PNG. Where relevant, policy documents, news articles and research literature have been used to support the interpretation of findings.

The data collection commenced in November 2020, after a delay of approximately six months owing to the COVID-19 pandemic and the stay-at-home orders issued in Port Moresby under the State of Emergency. This section details the research design, ethical considerations, research tools and study limitations.

Research design

This research was designed to determine the costs and benefits to business and their employees of providing good practice workplace responses to family and sexual violence. Previous relevant research has examined the cost of this issue to employees and businesses, through methods such as calculating days lost to businesses based on employee surveys, or extrapolating economy-wide financial costs through violence prevalence data such as in New Zealand, Peru and Uganda.⁷³ This research tests the hypothesis that employers providing structured workplace responses can help employees remain productively and safely employed, to the benefit of both staff and businesses.

This report is the culmination of the first phase of research to establish a benchmark for determining the costs and benefits to companies and their employees of providing formal workplace responses to family and sexual violence – including subscribing to Bel isi PNG. It is not a true baseline, in that the companies participating in this study began implementing responses to family and sexual violence prior to this

study. As the participating companies embed and enhance their measures to respond to family and sexual violence, including the recommendations made in this report, any changes between baseline and endline will be captured through:

- » estimates of cost of family and sexual violence to business.
- » changes in attitudes and understandings of family and sexual violence.
- » changes in help-seeking behaviour.

Progress will be tracked midway through the project through interviews with selected staff at each of the three companies, reviews of company human resources, and service data from Bel isi PNG.

Ethical considerations

The topics of family and sexual violence are highly sensitive. This research incorporated World Health Organization guidance for researching violence against women⁷⁴ to minimize distress and ensure the safety of all participants:

- » Voluntary participation — all employees of the participating companies were invited, but not compelled, to complete the survey.
- » No identifying information was collected through the survey — interview quotes in this report have been edited to remove any identifying information.
- » Survey participants were only able to complete the survey during work time and while at work.
- » Referral information for the national phone helpline and Bel isi PNG was provided in the survey.

⁷³Kahui, S., Bryan Ku, & Snivley, S., (2014), Productivity gains from workplace protection of victims of domestic violence.

Available at: https://www.ituc-csi.org/IMG/pdf/productivity_gains_from_workplace_protection_of_victims_of_domestic_violence.pdf;

Loza, D. V., Brendel, C., & Gurtner, S., (2014), Violence against women and its financial consequences for businesses in Peru

Available at: <https://www.giz.de/en/downloads/giz2014-0251en-violence-women-financial-consequences-peru.pdf> Center for Domestic Violence Prevention, (no date), Economic costs of domestic violence in Uganda

Available at: <https://www.cedovip.org/download/economic-cost-of-domestic-violence-in-uganda/#>

⁷⁴ Ellsberg M, and Heise L., (2005) Researching Violence Against Women: A Practical Guide for Researchers and Activists

Available at: https://apps.who.int/iris/bitstream/handle/10665/42966/9241546476_eng.pdf?sequence=1

- » BCFW staff were trained as survey enumerators for participants without computer access or without computer and/or the literacy skills to complete the survey independently. Survey enumeration was conducted in discrete locations to ensure participants' privacy.
- » Debriefing sessions were conducted for IFC and BCFW researchers.

The PNG Science and Technology Secretariat granted ethics approval for this research in February 2020.

Researcher voice

The team of researchers from BCFW undertook survey enumeration at the Port Moresby locations of the three participating companies as well as key informant interviews alongside the Australian-based researcher from IFC. Given BCFW's core mission to support companies in PNG to create safe and violence-free workplaces through policy development and training, the BCFW researchers have also been involved in the interpretation of the study's findings and formulation of recommendations. Perspectives of the BCFW researchers are included throughout the report.

Research tools

Family and Sexual Violence Workplace Survey

The purpose of the survey is to obtain quantitative data about family and sexual violence such as prevalence among participants and attitudes as well as workplace impact. With a target of 30 percent response rate, all employees over 18 years of age at the participating companies were invited to independently complete a survey online or with the assistance of a trained enumerator.⁷⁵ The survey design is based on the *Safe at Home, Safe at Work* research⁷⁶ which has since been adapted and used in Asia, Europe, North America and in IFC's research in Fiji and Solomon Islands. Data were cleaned and responses (n=78) that were not completed beyond the initial demographic questions were excluded from the sample.

Key informant interviews

The purpose of the interviews is to obtain qualitative data about family and sexual violence and the workplace. Selected employees from companies took part in interviews that were recorded and transcribed using virtual meeting software. QDA Lite software was used to code and analyse the interviews and open text responses.

Staff and service data

Data from company human resources staff and Bel isi PNG have been used to establish numbers of people receiving support and the types of services provided.

Table 5: Interview participants

| Role | Women | Men | |
|-------------------------------------|-----------|-----------|-----------|
| Non-supervisor | 4 | 6 | |
| Contact Team member, non-supervisor | 2 | 1 | |
| Contact Team member, manager | 1 | 1 | |
| Manager | 4 | 2 | |
| Company leader | 0 | 2 | |
| TOTAL | 11 | 12 | 23 |

⁷⁵ 17 percent (242) of surveys were completed with the assistance of an enumerator.

⁷⁶ McFerran, L., "Safe at home, Safe at work? National Domestic Violence and the Workplace Survey 2011" (Gendered Violence Research Network, UNSW 2011), https://www.arts.unsw.edu.au/sites/default/files/documents/National_Domestic_Violence_and_the_Workplace_Survey_2011_Full_Report.pdf



Study limitations

Data on staff who have remained safely and productively employed

One of the purposes of Bel isi PNG is for employees affected by family and sexual violence to access support to remain safely and productively employed. Qualitative (interview) data illustrates a connection between provision of support and affected staff remaining employed, however, neither Bel isi PNG nor the participating companies has collected numerical data to further demonstrate this connection.

Interviews with company employees who received Bel isi PNG support

As part of the research it was intended that where appropriate, Bel isi PNG case managers would undertake interviews with clients to reveal the impacts of family and sexual violence on work, workplace responses (including Bel isi PNG), and whether supports contributed to staff remaining safely and productively employed. However, these were not conducted and are expected to be carried out at midpoint and endline of the study.

Distinction between perpetrators and victim/survivors of violence

In line with IFC's studies on the business case for

workplace responses to family and sexual violence in Fiji and Solomon Islands, this research uses the neutral language of 'experienced violence', rather than distinguishing between perpetrators and victims. Two survey questions attempt to elicit whether participants have sought or would like counselling about their concern they may threaten or commit family or sexual violence. This research assumes that family and sexual violence impacts individuals and workplaces for both perpetrators and victims.

Under-reporting of family and sexual violence

The under-reporting of family and sexual violence is a common issue in research because the topic is strongly taboo and stigmatising, such that disclosure may be particularly challenging where victims and survivors are likely to be blamed for it.⁷⁷ The main intention of the Family and Sexual Violence Workplace Survey was to quantify the workplace impact of violence and help-seeking actions.

The lifetime prevalence of family and sexual violence found among women in the survey administered at the three participating companies — 53 percent — was almost equivalent to the lifetime prevalence of violence among women in PNG — 51 percent.⁷⁸ However, data showing the prevalence of violence among women in PNG in the last 12 months varied — the rate shown in international data was 31 percent, compared with 24 percent in the Family and Sexual Violence Workplace Survey.

⁷⁴ Ellsberg M, and Heise L., (2005) *Researching Violence Against Women: A Practical Guide for Researchers and Activists* Available at: https://apps.who.int/iris/bitstream/handle/10665/42966/9241546476_eng.pdf?sequence=1

⁷⁵ 17 percent (242) of surveys were completed with the assistance of an enumerator.

⁷⁶ McFerran, L., "Safe at home, Safe at work? National Domestic Violence and the Workplace Survey 2011" (Gendered Violence Research Network, UNSW 2011), https://www.arts.unsw.edu.au/sites/default/files/documents/National_Domestic_Violence_and_the_Workplace_Survey_2011_Full_Report.pdf

⁷⁷ UNICEF, UNFPA, UNODC, UNSD, UNWomen (2021) *Violence against women prevalence estimates, 2018. Global, regional and national prevalence estimates for intimate partner violence against women and global and regional prevalence estimates for non-partner sexual violence against women.*

⁷⁸ Ibid.



Annex 2:

Detail of estimates of the cost of family and sexual violence to businesses

The calculations in this annex are based on an 8-hour day, 40-hour work week and 48-week work year.

1. Days lost: Employees feeling tired, distracted, or unwell owing to family and sexual violence

The calculations in this table are based on responses to the question: 'In the past 4 weeks, approximately how often have you felt distracted, tired or unwell at work due to family or sexual violence?'

Table 6: Calculations: tired, distracted, unwell because of family and sexual violence

| | Frequency feeling tired, distracted, unwell in the past 4 weeks | | | | | Total | Calculation notes |
|--|---|--------|-----------|-------|--------|--------|--|
| | Never | Rarely | Sometimes | Often | Always | | |
| No. of participants | 267 | 77 | 150 | 22 | 30 | 546 | |
| Productivity loss estimate per day | 0% | 5% | 10% | 15% | 20% | | |
| Productivity lost in past 4 weeks tired, distracted, unwell | 0 | 3.85 | 15 | 3.3 | 6 | 28.15 | Participants tired, distracted, unwell x productivity loss estimate |
| Days lost in past 4 weeks tired, distracted, unwell | | | | | | 563.00 | Total days lost in past 4 weeks x 20 (20 workdays per 4 weeks) |
| Days lost in 1 year tired, distracted, unwell | | | | | | 6,756 | Total days lost in past 4 weeks x 12 (12x4 work weeks per year) |
| Days lost in 1 year due to feeling tired, distracted, unwell per employee who responded to question | | | | | | 12.37 | Days lost in year/564 (no. of respondents to question) |
| Days lost in 1 year due to feeling tired, distracted, unwell - per employee affected by family and sexual violence | | | | | | 11.20 | Days lost in year/603 (no. of family and sexual violence affected staff) |
| Average number of days lost in 1 year per employee due to feeling tired, distracted, unwell | | | | | | 4.82 | Days lost in year/1,402 (no. of survey participants) |

2. Days lost: Late to work owing to family and sexual violence

The calculations in this table are based on responses to the question: 'In the past 4 weeks, approximately how many times have you been late for work, left early or taken breaks and been unable to make up time at work due to family or sexual violence? (Enter number of times)'

Table 7: Calculations: late because of family and sexual violence

| | Occasions late for work in the past 4 weeks | | | | | Total | Calculation notes |
|---|---|----|----|----|-----|-------|---|
| | 1 | 2 | 3 | 4 | ≥5 | | |
| No. of participants | 32 | 46 | 17 | 9 | 32 | 136 | |
| Hours lost – late for work | 32 | 92 | 51 | 36 | 160 | 371 | No. of occasions late x no. participants reporting (Estimate of 1 hour per each time late) |
| Days lost in past 4 weeks | | | | | | 46.38 | Total hours lost/8-hour workday |
| Days lost in past 4 weeks among respondents to question | | | | | | 0.34 | Days lost in past 4 weeks/136 (respondents to question) |
| Days lost in past 4 weeks among family and sexual violence affected staff | | | | | | 0.08 | Days lost in past 4 weeks /603 (staff affected by family and sexual violence) |
| Days lost in past 4 weeks among all survey participants | | | | | | 0.03 | Days lost in past 4 weeks /1,402 (all survey participants) |
| Days lost in 1 year per employee who responded to question | | | | | | 4.09 | Days lost in 1 year among respondents to question x 12 (12x4 = 48 work weeks) |
| Days lost in 1 year per employee affected by family and sexual violence | | | | | | 0.92 | Days lost in 1 year among family and sexual violence affected staff x12 (12x4 = 48 work weeks)) |
| Average number of days lost in 1 year per employee due to missing work because of family and sexual violence | | | | | | 0.40 | Days lost in 1 year among all survey participants x 12 (12x4 = 48 work weeks) |

3. Days lost: missed work owing to family and sexual violence

The calculations in this table are based on responses to the question: 'In the past 4 weeks, approximately how many days have you missed work due to family or sexual violence? (Enter number of days)'

Table 8: Calculations: missed work because of family and sexual violence

| | Occasions late for work in the past 4 weeks | | | | | Total | Calculation notes |
|---|---|----|----|----|----|-------|---|
| | 1 | 2 | 3 | 4 | ≥5 | | |
| No. of participants | 40 | 26 | 9 | 5 | 19 | 99 | |
| Days missed | 40 | 52 | 27 | 20 | 95 | 234 | No. of occasions late x no. participants reporting (Estimate of 1 hour per each time late) |
| Days lost in past 4 weeks among respondents to question | | | | | | 2.36 | Days lost in past 4 weeks /99 (respondents to question) |
| Days lost in 4-week period among family and sexual violence affected staff | | | | | | 0.39 | Days lost in past 4 weeks /603 (staff affected by family and sexual violence) |
| Days lost in past 4 weeks among all survey participant | | | | | | 0.17 | Days lost in past 4 weeks /1402 (all survey participants) |
| Days lost in 1 year per employee who responded to question | | | | | | 28.36 | Days lost in past 4 weeks among respondents to question x 12 (12x4 = 48 work weeks) |
| Days lost in 1 year per employee affected by family and sexual violence | | | | | | 4.66 | Days lost in past 4 weeks among family and sexual violence affected staff x 12 (12x4 = 48 work weeks) |
| Average number of days lost in 1 year per employee due to missing work because of family and sexual violence | | | | | | 2.00 | Days lost in past 4 weeks among all survey participants x 12 (12x4 = 48 work weeks) |

4. Days lost: supporting colleagues affected by family and sexual violence

The calculations in this table are based on responses to the question: 'In the past 4 weeks, how much time during working hours (approximately) have you spent supporting other staff who are experiencing family or sexual violence?'

Table 9: Calculations: time spent supporting colleagues because of family and sexual violence

| | Hours Supporting colleagues | | | | | Total | Calculation notes |
|---|-----------------------------|-------|-----|------|-----|--------|--|
| | 0 | >1 | 1-5 | 6-10 | >10 | | |
| No. of participants | 808 | 289 | 72 | 14 | 4 | 1,187 | |
| Hours lost per week | 0 | 0.5 | 3 | 8 | 10 | 21.5 | No. of occasions late x no. participants reporting (Estimate of 1 hour per each time late) |
| Hours lost per year | | 144.5 | 216 | 112 | 40 | 512.5 | Hours lost x productivity loss estimate |
| Days lost per year | | | | | | 24,600 | Weekly hours lost x 48 work weeks |
| Days lost in 1 year per employee who responded to question | | | | | | 3,075 | Yearly hours lost/8 hours |
| Days lost in 1 year per employee affected by family and sexual violence | | | | | | 2.59 | Yearly days lost/1,187 |
| Average number of days lost in 1 year per employee due to supporting colleagues affected by family and sexual violence | | | | | | 5.10 | Yearly days lost/603 |
| Average number of days lost in 1 year per employee due to missing work because of family and sexual violence | | | | | | 2.19 | Yearly days lost/1,402 |

5. Impact of family and sexual violence – wage lost calculations

Private sector wages in PNG for managers, professionals and clerical support workers have been used a proxy for senior management, middle management and frontline staff respectively. The wage data have been drawn from a 2015 study conducted by AusAID and the Institute of National Affairs, *Grappling afresh with labour resource challenges in PNG*. Wage data have been adjusted for annual inflation rates to 2019 (most recent year available). The wage data have been applied to the days lost to the impact of family and sexual violence estimates (Tables 1-4 of this annex) to calculate a cost in wages.

Table 10: Calculations: wage loss estimate

| Level of seniority | 2014 daily wage (Kina) based on an 8hr day | 2019 daily wage adjusted for annual inflation (Kina) based on an 8hr day | Daily wage * 9.41 (days lost to family and sexual violence) | Number of staff at Companies A, B, C | Wages lost to family and sexual violence (Kina) |
|--------------------|--|--|---|--------------------------------------|---|
| Frontline | 68.72 | 88.90 | 836.58 | 4,328 | 3,620,378.74 |
| Middle management | 287.20 | 371.55 | 3,496.28 | 574 | 2,005,256.27 |
| Senior Management | 457.28 | 591.58 | 5,566.78 | 313 | 1,741,510.99 |
| TOTAL | | | | | 7,367,146.00 |

6. Inflation adjustments

The 9.41 days of wages in Kina (estimated to be lost per employee a year to family and sexual violence) per level of seniority have been adjusted for annual inflation.

Table 11: Inflation adjustments

| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|--|----------|----------|----------|----------|----------|----------|
| Annual inflation | NA | 0.05996 | 0.06674 | 0.05422 | 0.04721 | 0.03638 |
| Frontline staff (clerical support workers) -- 9.41 days' wages in Kinamanagement | 646.66 | 685.43 | 731.17 | 770.82 | 807.21 | 836.58 |
| Middle management (professionals) - 9.41 days' wages in Kina Management | 2,702.55 | 2,864.60 | 3,055.78 | 3,221.46 | 3,373.55 | 3,496.28 |
| Senior management (managers) - 9.41 days' wages in Kina | 4,303.00 | 4,561.01 | 4,865.41 | 5,129.22 | 5,371.37 | 5,566.78 |



Annex 3:

Results tables - Family and Sexual Violence Workplace Survey

Totals in some tables exceed 100 percent as some questions in the survey allowed participants to select multiple responses

Table 12: Level of seniority of survey participants

| Level of seniority of survey participants | Women (n=749) | Men (n=613) |
|---|---------------|-------------|
| Frontline staff | 32% | 30% |
| Middle management | 17% | 10% |
| Senior management | 3% | 3% |

Table 13: Age of survey participants

| Age of survey participants | Women (n=749) | Men (n=613) |
|----------------------------|---------------|-------------|
| 18-24 year | 3% | 3% |
| 25-34 years | 23% | 18% |
| 35-44 years | 19% | 13% |
| 45-54 years | 7% | 8% |
| 55+ year | 2% | 2% |

Table 14: Length of service of survey participants

| Length of service of survey participants | Women (n=749) | Men (n=613) |
|--|---------------|-------------|
| 1 year or less | 8% | 8% |
| 2-5 years | 15% | 15% |
| 6-10 years | 14% | 10% |
| 11+ year | 18% | 12% |

Table 15: Type of family and sexual violence experienced by survey participants

| Type of family and sexual violence | Participants affected by family and sexual violence in lifetime | | |
|--|---|-------------|-------|
| | Women (n=395) | Men (n=188) | Total |
| Emotional abuse, harassment, or intimidation by a family or household member | 91% | 81% | 88% |
| Threats of physical, emotional, financial or sexual abuse by a family or household member | 85% | 69% | 80% |
| Physical assault by a family or household member | 77% | 62% | 72% |
| Financial abuse, such as controlling access to finances, taking wages or spending money without permission | 42% | 51% | 44% |
| Sexual abuse by a family or household member | 38% | 25% | 34% |
| Sexual abuse by someone who is not a family or household member | 31% | 32% | 31% |

Table 16: Acceptance of family and sexual violence against men, women and children

| Forms of violence considered acceptable | Women (n=749) | Men (n=613) | Total |
|---|---------------|-------------|-------|
| Man to use violence against a man | 7% | 21% | 13% |
| Woman to use violence against a man | 7% | 15% | 10% |
| Woman to use violence against a woman | 4% | 15% | 9% |
| Man to use violence against a woman | 2% | 13% | 7% |
| Woman to use violence against a child | 1% | 6% | 2% |
| Man to use violence against a child | 1% | 5% | 3% |

Table 17: Prevalence and acceptance of violence by marital status

| | Ever partnered | | In polygamous relationship | | Never partnered | |
|--|----------------|-------------|----------------------------|------------|-----------------|------------|
| | Women (n=663) | Men (n=538) | Women (n=8) | Men (n=16) | Women (n=71) | Men (n=51) |
| % who consider family and sexual violence acceptable in some circumstances | 9% | 13% | 0% | 38% | 3% | 16% |
| Lifetime prevalence of violence | 54% | 32% | 75% | 31% | 37% | 18% |

Table 18: Prevalence and acceptance of violence by location of residence

| | Living in urban/suburban areas | | Living in settlements | | Living in rural areas | |
|--|--------------------------------|-------------|-----------------------|-------------|-----------------------|------------|
| | Women (n=594) | Men (n=408) | Women (n=86) | Men (n=137) | Women (n=30) | Men (n=46) |
| % who consider family and sexual violence acceptable in some circumstances | 8% | 12% | 12% | 19% | 10% | 17% |
| Lifetime prevalence of violence | 52% | 33% | 59% | 28% | 50% | 26% |

Table 19: Perception of impact of family and sexual violence on colleagues

| | Are women in your workplace are impacted by family or sexual violence? | | Are men in your workplace are impacted by family or sexual violence? | |
|----------------------------------|--|-------------|--|-------------|
| | Women (n=749) | Men (n=613) | Women (n=749) | Men (n=613) |
| None are impacted | 3% | 6% | 5% | 8% |
| Don't know how many are impacted | 16% | 27% | 35% | 31% |
| At least some are impacted | 50% | 47% | 42% | 45% |
| All are impacted | 2% | 1% | 1% | 1% |

Table 20: Impacts of family and sexual violence in getting to and staying at work

| Impact of family and sexual on individual in getting to and staying at work | Participants affected by family and sexual violence | | |
|---|---|-------------|-------|
| | Women (n=395) | Men (n=188) | Total |
| Felt anxious, depressed or ashamed | 55% | 45% | 52% |
| Harassed at work with phone calls, email or social media messages | 46% | 38% | 43% |
| Abuser denied care for children | 41% | 40% | 40% |
| Other impacts | 37% | 31% | 35% |
| Impacted by physical injury | 42% | 22% | 36% |
| Made late for work or stopped from going to work | 35% | 32% | 33% |
| Pressured not to stay back at work or participate in work functions | 33% | 28% | 31% |
| Stopped from applying for or accepting work opportunities (e.g. promotion, travel, training or study opportunities) | 19% | 14% | 17% |
| Damaged, hidden, stolen or destroyed work-issued uniforms, ID cards or equipment | 14% | 19% | 16% |
| Pressured to misuse company resources | 5% | 8% | 6% |

Table 21: Ways that violence occurs in the workplace

| Participants who said the violent person... | Affected by family and sexual violence | | |
|---|--|-------------|-------|
| | Women (n=395) | Men (n=188) | Total |
| Contacted colleagues, supervisors, or clients | 14% | 19% | 15% |
| Turned up at workplace or its surrounds in a way that caused you/others to be fearful | 16% | 14% | 15% |
| Caused conflict and tension with colleagues, supervisors or clients | 12% | 14% | 12% |
| Threatened colleagues, supervisors, or clients | 6% | 8% | 7% |
| Damaged company property | 5% | 7% | 5% |
| Harmed colleagues, supervisors, or clients | 2% | 5% | 3% |

Table 22: Company supports among employees with recent and lifetime experiences of family and sexual violence

| Supports provided by the company | Affected by family and sexual violence in last 12 months | | Affected by family and sexual violence more than 12 months ago | |
|--|--|------------|--|------------|
| | Women (n=106) | Men (n=43) | Women (n=137) | Men (n=43) |
| Paid time off | 28% | 26% | 23% | 16% |
| Counselling | 27% | 26% | 18% | 21% |
| Bel isi PNG Case Management | 21% | 2% | 11% | 14% |
| Transport between work and home | 11% | 5% | 4% | 9% |
| Unpaid time off | 9% | 7% | 12% | 14% |
| Counselling about my concern that I may commit/threaten family and sexual violence ⁸⁰ | 6% | 12% | 8% | 14% |
| Pressured not to stay back at work or participate in work functions | 6% | 2% | 4% | 7% |
| Moving you to a safer place at work | 4% | 7% | 6% | 14% |
| Flexible work arrangements | 3% | 7% | 6% | 14% |
| Financial support | 3% | 7% | 3% | 5% |
| Safe house / care centre (emergency accommodation) | 3% | 2% | 6% | 12% |
| Assisted with relocation | 1% | 5% | 4% | 9% |
| Changed/screened work numbers or emails | 1% | 2% | 1% | 2% |
| Emergency care for children or dependents | 1% | 0% | 1% | 12% |

⁸⁰ Counselling about my concern that I may threaten/commit family or sexual violence refers to counselling to assist a person in their intention to use violence.

Table 23: Access to/need for counselling about concern they may threaten or commit family or sexual violence

| Counselling about my concern that I may threaten or commit family or sexual violence | Affected by family and sexual violence | | | |
|--|--|-----|-----|-----|
| | Women | | Men | |
| | # | % | # | % |
| Would Like | 155 | 39% | 67 | 36% |
| Have Received | 17 | 4% | 11 | 6% |

Table 24: Community supports accessed

| Community services accessed for help with family and sexual violence | Participants affected by family and sexual violence in last 12 months | | |
|--|---|------------|-------|
| | Women (n=178) | Men (n=97) | Total |
| Police | 35% | 10% | 27% |
| Medical services | 26% | 14% | 22% |
| Counselling | 24% | 7% | 18% |
| Other support services such as church | 20% | 9% | 15% |
| Legal services | 18% | 1% | 12% |
| Bel isi PNG case management | 15% | 4% | 11% |
| Case management | 10% | 3% | 7% |
| Emergency accommodation/safe house | 6% | 4% | 5% |
| Bel isi PNG safe house | 3% | 1% | 2% |

Table 25: Protection orders obtained by survey participants

| Protection order obtained | Affected by family and sexual violence | | |
|--|--|-----|-------|
| | Women | Men | Total |
| Interim Protection Order through the district court | 25 | 3 | 5% |
| Restraining Order through the district court | 22 | 3 | 4% |
| Family Protection Order through the district court | 16 | 4 | 3% |
| Family Protection Order through a police officer or case manager | 9 | 3 | 2% |
| Family Protection Order through the village court | 4 | 5 | 1% |
| I don't know (type of protection order obtained) | 1 | 5 | 1% |
| Interim Protection Order through the village court | 3 | 1 | 1% |

Table 26: Staff affected by family and sexual violence in the last 12 months who accessed Bel isi PNG services

| | Participants from Company A | Participants from Company B | Participants from Company C |
|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Bel isi PNG case management | 12% | 10% | 9% |
| Bel isi PNG safe house | 2% | 0% | 2% |

Table 27: Services provided by Bel isi PNG to employees of participating companies

| Service provided by Bel isi PNG between 1/09/2018-30/11/2020 | Number of instances provided to employees of participating companies |
|--|--|
| Information about available services | 141 |
| Food and refreshment | 97 |
| Transport | 83 |
| Counselling | 71 |
| Legal advice | 56 |
| Statement writing | 50 |
| Protection order help | 35 |
| Referral to service providers | 32 |
| Information about medical services following sexual violence | 25 |
| Accommodation at Bel isi PNG safe house | 22 |
| Clothing | 6 |
| Medical | 4 |
| Purchased drug/treatment | 4 |
| Family tracing and repatriation | 1 |

Table 28: Supports that staff who have experienced violence would like the company to provide

| Supports that staff who have experienced violence would like the company to provide | Women (n=395) | Supports that staff who have experienced violence would like the company to provide | Men (n=198) |
|--|---------------|--|-------------|
| Counselling | 59% | Counselling | 56% |
| Referral to Bel isi PNG case management | 47% | Counselling about my concern that I may threaten or commit family or sexual violence | 36% |
| Referral to Bel isi PNG safe house | 42% | Flexible work arrangements | 34% |
| Safe house / care centre (emergency accommodation) | 40% | Time off (paid) | 33% |
| Counselling about my concern that I may threaten or commit family or sexual violence | 39% | Referral to Bel isi PNG case management | 30% |
| Alert security staff | 39% | Referral to Bel isi PNG safe house | 30% |
| Time off (paid) | 38% | Assist with relocation | 30% |
| Assist with relocation | 37% | Emergency care for children or dependents | 29% |
| Move you to a safer place at work | 37% | Transport between work and home | 28% |
| Flexible work arrangements | 36% | Medical care | 28% |
| Transport between work and home | 36% | Safe house / care centre (emergency accommodation) | 26% |
| Emergency care for children or dependents | 33% | Alert security staff | 26% |
| Medical care | 33% | Move you to a safer place at work | 26% |
| Financial support | 24% | Financial support | 24% |
| Change/screen work numbers or emails | 16% | Change/screen work numbers or emails | 13% |
| Time off (unpaid) | 12% | Counselling | 56% |

Thank you to our research collaborators and participating companies





AN INITIATIVE OF THE PAPUA NEW GUINEA PARTNERSHIP

