

What is Family & Sexual Violence?

According to the Family Protection Act 2013 (FPA) FSV is any conduct that is violent, threatening, coercive or controlling. It can happen inside or outside the family. Family' includes immediate, extended family and a household member. A household member is anyone who you live with, even if you are not related to them. FSV is punishable under FPA 2013 and the Criminal Code Act 1974. .

Family and Sexual Violence Is a Cost to Business

Over **65% of PNG women** have experienced physical or sexual violence.

70% of PNG women say FSV is a problem faced by working women.

94% of PNG employers believe FSV affects their staff and their business.

Lost staff time due to FSV costs one PNG business over **K3 million every year.**

Research across 3 PNG companies found nearly **10% of staff time** is taken up by FSV.

Women working remotely in PNG identify potential violence as their **biggest concern.**

Why should businesses adapt & Implement the Family & Sexual Violence Policy?

The FSV Policy, training and implementation support is designed to assist companies to systematically address the effects of FSV on employees and the company and to demonstrate the business case for the company's response.

Policy Aims:

- Develop a supportive and non-judgmental workplace
- Provide a guided business response to staff whose work life is affected by FSV; and
- Create a safe workplace for all employees.

Organisational Benefits of Addressing FSV



Robin Fleming CEO, BSP

BSP recognizes the pervasiveness and severity of family and sexual violence impacting the workplace which demands everyone's attention therefore BSP is committed to providing a safer and supportive organisational climate for its staff who are faced with family and sexual violence and subsequently its broader impact within the community. As a responsible employer, we are compelled to invest in appropriate FSV resources and initiatives which have been developed specifically for the business community.



Frieda Kamakom Manager, Operations Unit, BPNG

We use hard controls like punctuality, low productivity and absenteeism to determine staff performance during appraisals. But there are deeper reasons than what's on the surface. Having a FSV Policy and trainings enable us as Managers and GESI Focal Points to respond and provide adequate support to staff faced with FSV issues.



FAMILY & SEXUAL VIOLENCE SOLUTIONS

Lesieli Taviri

Executive GM,
Banking-Kina Bank



If you're a business leader you probably feel a lot like I do when you see the impact FSV is having on so many of your staff. Like you I am worried, sad and concerned when a staff suffers from violence. I'm also concerned about the effect of violence on the bottom line of the business I'm responsible for. One PNG business I know of has estimated that the impact of FSV on staff costs it three million kina per year just in lost staff time.

The Business Coalition for Women is an organisation of leading businesses in Papua New Guinea dedicated to being the innovative, relevant and inclusive driver of business growth through positive change for women in PNG.

Services are now available to help your business efficiently and compassionately combat Family & Sexual Violence. Let the Business Coalition for Women show you how.



To find out more about how our Family & Sexual Violence solutions can help your business, contact us on:

E: communications@pngbcfw.org
Office Landline: 323 0310 | Mobile: 7459 3108.
Or visit our website: www.pngbcfw.org
or find us on Facebook.

Does your business need help to
reduce the negative impact
Family & Sexual Violence
is having on your staff
and your bottom
line?

2 out of 3
women in PNG
have experienced
physical & sexual
violence in their
lifetime.

Research across 3
PNG companies
found nearly 10 % of
staff time is taken up
by FSV.

BUSINESS COALITION FOR WOMEN

Addressing violence is SMART BUSINESS