



## Lesieli Taviri

CEO, Origin Energy PNG  
& Chair, Business Coalition  
for Women

If you're a business leader or manager you are aware of your legal obligation to provide all of your employees with a safe workplace. How would you feel if I told you that some of your employees are not as safe as others? Disturbingly, PNG workplaces are often more unsafe for female employees than for male employees. Most safety management systems

and processes have been developed by men for predominantly male workforces. As such, they don't accommodate the reality that men and women face different safety issues. As a business leader, 'safety equity' for my staff is critical, irrespective of whether they are located in Port Moresby or the most remote operation. I also know that safe workplaces are critical to attracting and retaining the very best staff, many of who are women.

Can your business afford NOT to improve the safety of its female workforce?

The Business Coalition for Women is an organization 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.

An initiative of the Pacific Partnership. Australia, New Zealand and IFC are working together to stimulate private sector investment and reduce poverty in the Pacific.



## GENDER SMART SAFETY SOLUTIONS

Does your business need help to **improve the safety** of its female workforce?

Traditionally workplaces have been designed by men, for men. As a result, many workplaces in PNG are safer for men than for women

Remote workplaces are particularly unsafe for women

Tools are now available to help your business make its workplaces safer for women. Let the Business Coalition for Women show you how.

Gender smart safety is SMART BUSINESS



BCFW  
Business Coalition for Women

To find out more about how our Gender Smart Safety solutions can help your business please contact the Business Coalition for Women (BCFW).

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Are your workplaces as **safe for women** as they are for men?

Do women in your business have any of these **safety concerns?**

- **The PPE is a hazard in itself** - it's so bulky and cumbersome because it's made for men not for women
- **I'm on edge every time I have to share the crib room with men during night shift** - I feel more exhausted after my rest than before it
- **When are they going to design machinery with female operators in mind** - my safety is compromised every time I get in to this truck
- **The path to the accommodation block is so poorly lit** - I run as fast as I can every time I have to use it
- **I have to recalculate the limits on the MSDS** - they're done with men in mind not women
- **I've had enough of being groped and harassed** - it's demoralising and I'm finding it hard to concentrate
- **We always make sure we work in pairs when we clean those rooms** - it's just not safe to be there by yourself
- **I don't mind working hard but sometimes I just don't have the strength to do the lifting they expect of me** - I'm just not as strong as my male colleagues
- **Finishing work 15 minutes early would make such a difference to my safety** - I could catch the bus home instead of having to walk

It's time to do safety differently.  
It's time for **Gender Smart Safety**

## Solutions

The Business Coalition for Women has **Gender Smart Safety solutions** available to help your business improve the safety of your female staff.

Our **training and consultancy services** will equip your staff with the **skills to replicate Women's Workplace Safety Audits across multiple worksites.**

Our Gender Smart Safety solutions are **tailor made for PNG business.**

National and international experts, as well as more than 20 PNG businesses from **diverse industries**, helped develop these **best practice resources.**



### GENDER SMART SAFETY STRATEGY MODEL

Designed to be integrated with your existing safety management systems. This Model gives you the 'big picture' of gender smart safety



### RISK ASSESSMENT TOOLS & GUIDELINES FOR IMPLEMENTATION

Comprehensive check lists to conduct your Women in the Workplace Safety Audits. Accompanied by step-by-step instructions



### INFORMATION SHEETS & A BUSINESS CASE SUMMARY

Documents to ensure proper understanding of gender smart safety and why it's so important. Will guarantee staff and management 'buy in' to the need to incorporate 'gender' in to all safety planning and decision making



### TOOLBOX TALKS

Ready made to assist your safety staff discuss key women's safety issues



### MODEL GENDER SMART SAFETY WORKPLACE POLICY

Framework for improving safety of women in your business. It's designed to be adapted to suit YOUR needs



### MINIMUM STANDARDS FOR GENDER SMART SAFETY

Provides you with a base starting point from which your business can improve the safety of female workers



**Bob Vassie**

Managing Director & Chief Executive Officer, St Barbara Ltd

St Barbara has implemented a number of initiatives to address women's safety at work, including piloting the Business Coalition for Women's Gender Smart Safety program at our Simberi Gold Mine. Although we are in the early stages of the program the feedback from staff has been overwhelmingly positive. We joined the pilot because we specifically wanted to improve the safety of our highly valued female employees, who have the right to feel safe at all times at work. However, it's obvious the influence of the Gender Smart Safety program is already positively impacting the safety of everyone on site. As the MD and CEO of St Barbara, I'm proud to see our company leading the mining industry on such an important initiative. I am glad that St Barbara and Simberi Gold Mine have been involved up-front in the pilot program and recommend the Gender Smart Safety program to other companies in PNG.

**Gerea Aopi**

Executive General Manager Stakeholder Engagement, Oil Search LTD

Oil Search has long been concerned about the health and safety of women in PNG. This concern is evident in the Oil Search Foundation's establishment of its Women's Protection and Empowerment Unit, as well as through numerous initiatives including our piloting of the Business Coalition for Women's Gender Smart Safety resources. With operations in some of the most remote parts of PNG it's essential for Oil Search to seek out innovative ways to improve our already stringent safety systems. Gender Smart Safety offers Oil Search exactly that. We are learning how to look at safety from a new perspective with the end result being safer workplaces for all of our staff.



**Peter Callister**

Sustainability Manager, New Britain Palm Oil LTD

NBPOL immediately saw the value of being involved with the Gender Smart Safety pilot proposed by the Business Coalition for Women. Although we already had several initiatives in place to protect the health and safety of women we knew we could improve. The Gender Smart Safety training and resources we received were practical and of a very high quality. As a result, we have incorporated gender in to our safety management systems and processes and we have a team who can perform specific Women's Safety Audits. We have selected key personnel who were involved in the identification of specific risks to women and have developed strategies necessary to mitigate these risks. Importantly, as a business, we have learned the importance of incorporating women's safety in to our activities and it is now a KPI requirement. Although the success of NBPOL's Gender Smart Safety program is yet to be evaluated it is already clear to the management team and to our workers that our workplaces are significantly safer for our female employees. Importantly we are equipped to not only sustain these safety improvements but build upon them.

