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Business Coalition for Women

GENDER SMART SAFETY AUDIT

SAFE AT HOME, SAFE AT WORK

Why Your Business Needs This Program

- ✓ **Mitigate Hidden Risks:** Identify and respond to specific safety hazards that impact women but are often overlooked in traditional workplace designs.
- ✓ **Enhance Operational Efficiency:** Reduce workplace injuries and related costs while improving the overall health and wellbeing of your entire workforce.
- ✓ **Strengthen Talent Retention:** Position your business as an employer of choice by meeting employment equity responsibilities and increasing women's participation.
- ✓ **Cost-Effective Implementation:** Deploy tailor-made, low-cost solutions like improved signage and security features that offer high-impact results for PNG businesses.
- ✓ **Demonstrate Corporate Leadership:** Fulfill your duty of care and showcase your commitment to corporate social responsibility through best-practice safety frameworks.



Program Outline

Phase	Focus & Benefit
1. Planning & Strategy	• Benchmarking: Understanding how the business fairs against best practices for women's safety. • Goal Setting: Defining specific objectives, targets, and KPIs for the female workforce. • Strategy Development: Utilising the Gender Smart Safety Strategy Model to align safety with business goals.
2. Implementation (The "Do" Phase)	• Policy Adoption: Implementing the Model Gender Smart Safety Workplace Policy. • Standard Setting: Establishing Minimum Standards for safety across all sites. • Risk Assessment: Using specialized tools and guidelines to identify hazards. • Capacity Building: Providing Training and Communication to ensure staff at all levels understand their roles.
3. Evaluation (The "Check" Phase)	• Women's Safety Audits: Conducting regular, gender-smart audits on-site to identify gaps. • Data Collection: Utilising Measurement and Evaluation metrics to track progress.
4. Improvement (The "Act" Phase)	• Continuous Improvement: Reviewing audit results to revise and improve safety plans. • Sustained Response: Ensuring safety is not a one-time fix but a sustained corporate priority.

Packages:

Package Name	Primary Focus	Costing	Inclusions (Core)
3. Gender Smart Safety (GSS) Audit	A new approach to safety, acknowledging that workplaces have traditionally been safer for men. Focuses on improving women's safety through an onsite audit and tailored solutions.	Fixed Cost: K55,000	Management Briefing, Model Policy, 2-Day Training on Audit Tools, On-site Safety Audit (3-8 days) , Company Report with Recommendations , Access to GSS Web Portal, Post Management Briefing, and 1 year of support .



"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. 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."

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