Gender and Economic Inclusion Group

Amy Luinstra
aluinstra@ifc.org

Ellen Maynes
emaynes@ifc.org

Lilika Fusimalohi
lfusimalohi@ifc.org

Shabnam Hameed
shameed2@ifc.org

International Finance Corporation
World Bank Group
Creating Markets, Creating Opportunities
“The Gender and Economic Inclusion Group works towards a private sector that provides all genders and underserved communities with equal opportunities as leaders, employees, entrepreneurs, consumers and community members to participate in and benefit from the economy, and to live a good life.”
• Fiji Cabinet Approved Submission to enter into a Cooperation Agreement with IFC – Dec 2020

• Signed Cooperation Agreement between IFC and Fiji Government to develop Policy and Regulation for Early Childhood Care Services in Fiji - January 2021
Rakorako pivoted to address the impacts of COVID-19

- Sessions were made available remotely
- Content was adapted and tailored to help participating companies support their employees during the pandemic

<table>
<thead>
<tr>
<th>Month</th>
<th>Series 1: Tackling Childcare</th>
<th>Series 2: Workplace Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nov 2019</td>
<td>Kick off workshop – Understanding your company's business case</td>
<td>Respectful Workplaces</td>
</tr>
<tr>
<td>Feb 2020</td>
<td>Demands Assessment</td>
<td>Domestic and Sexual Violence Workplace Policy</td>
</tr>
<tr>
<td>March 2020</td>
<td>Family Friendly Workplace Policy</td>
<td></td>
</tr>
<tr>
<td>April 2020</td>
<td>Measuring Impact</td>
<td>Service Provider Forum</td>
</tr>
<tr>
<td>June 2020</td>
<td>Childcare Providers Forum</td>
<td>Behavioral Change communication</td>
</tr>
<tr>
<td>July 2020</td>
<td>Combined Learning Forum</td>
<td></td>
</tr>
</tbody>
</table>
A survey of 15 companies in Fiji and 9 companies in Solomon Islands in April/May 2020 found:

- Nearly all businesses had been **NEGATIVELY impacted** by COVID-19
- Most businesses had experienced **restrictions of operations, reduction in demand and turnover/cash-flow**
- More than a half of the businesses envisaged that they may **need to downsize** due to COVID-19 in the next year
- Most businesses had **safe-systems in place** to allow their employees to work safely or execute flexible work options during COVID-19
- However, they were **less prepared for more complicated scenarios** that might impact their employees such as childcare support, client aggression or domestic and sexual violence

These impacts have been compounded across the Pacific in the last year because of tropical cyclones, rising cases of COVID-19 in some parts of the Pacific and the ongoing economic uncertainty faced by all Pacific island countries.
KEYS AREAS OF FOCUS & COLLABORATION

- WORKPLACE RESPONSE ON GENDER BASED VIOLENCE
- EMPLOYER SUPPORTED CHILDCARE / FLEXIBLE WORK ARRANGEMENTS
- MENTAL HEALTH CARE
Companies implementing new policies:

13 out of 25

RAKORAKO companies have implemented or improved at least one policy/support initiative to **help their employees tackling childcare**

13 out of 25

RAKORAKO companies have introduced or improved at least one policy regarding **workplace response to gender-based violence**

Out of organizations participating in RAKORAKO...

13 out of 25

said new policies helped maintain business continuity during COVID-19

14 out of 25

said new policies helped improve employee satisfaction / loyalty

12 out of 25

said new policies improved their company’s reputation

12 out of 25

said new policies reduced employee absenteeism
APPENDIX:

• Business Coalition for Women – Papua New Guinea
• Waka Mere or ‘She Works’ – Solomon Islands
• Additional Resources
In Papua New Guinea, IFC:

- Established the Business Coalition for Women (BCFW), which has brought together more than 60 leading companies to drive positive change for women and businesses. BCFW provides business tools and resources to recruit, retain, and promote women.

  Offerings include: leadership courses, gender-smart safety audits, and a model policy for addressing family and sexual violence in the workplace, along with related training and consulting.

  In the Coalition’s first three years of service, nearly 1,000 employees attended over 70 trainings and seminars.
SOLOMON ISLANDS – Waka Mere

FOCUS AREAS

Through Waka Mere, which means She Works in pidgin, each company has committed to one or more of the following three areas:

- **Promote women in leadership**
  Companies conduct a gender assessment and set targets for increased numbers of women in management.

- **Build respectful and supportive workplaces**
  Companies implement or enhance policies for establishing respectful and supportive workplaces.

- **Increase opportunities for women in jobs traditionally held by men**
  Companies set targets for an increased share of women in male-dominated jobs and for creating opportunities for women to fill those jobs.
Additional Resources

Retaining Female Employees
Covid-19 and Gender Equality: 6 Actions for the Private Sector
Tip Sheet for Company Leadership on Crisis Response: Facing the COVID-19 Pandemic
Interim Advice for IFC Clients on Supporting Workers in the Context of COVID-19

Childcare
Tackling Childcare: The Business Case for Employer-Supported Childcare in Fiji
IFC’s Respectful Workplaces Program seeks to enhance business value by addressing gender-based violence and harassment including customer and client aggression, workplace bullying and sexual harassment, domestic and sexual violence, and sexual exploitation and abuse connected to the workplace. The Respectful Workplaces program supports the private sector in emerging markets to create safe and resilient workplaces through demonstrating the business case for action, providing businesses with advisory services, resources and tools to help them address the issue.

**Business Case Research**
- The Business Case for Workplace Responses to Domestic and Sexual Violence in Fiji | 2019
- The Impact of Domestic and Sexual Violence on the Workplace in Solomon Islands | 2019
- Respectful Workplaces: Exploring the Costs of Bullying and Sexual Harassment to Businesses in Myanmar | 2019

**Resources and Tools**
- Animation: Address Violence in the Workplace - Improve Lives, Improve Your Business
- Training Program: Workplace Responses to Gender-Based Violence (2021)

**Case Studies**
- Bank South Pacific: Building Safe and Resilient Workplaces During COVID-19 (2021)
- Solomon Airlines: Building Safe and Resilient Workplaces During COVID-19 (2021)
- Wormald: Building Resilient Workplaces in Fiji - Tabu Soro (2021)
CONTACT
Gender & Economic Inclusion Group
East Asia Pacific

Amy Luinstra
aluinstra@ifc.org

Ellen Maynes
emaynes@ifc.org

Lilika Fusimalohi
lfusimalohi@ifc.org

Shabnam Hameed
shameed2@ifc.org

IFC is the largest global development institution focused on the private sector in emerging markets.