

Gender and Economic Inclusion Group



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Creating Markets, Creating Opportunities



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IFC and Gender Equality

VISION

“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.”

Business Opportunities for GENDER EQUALITY



The Business Case for GENDER EQUALITY

Greater pool of talent

Stronger performance

Better reputation

Increased innovation

FIJI Studies



TACKLING CHILDCARE:
**The Business Case for
Employer-Supported
Childcare in Fiji**

May 2019



**The Business Case for Workplace
Responses to Domestic and
Sexual Violence in Fiji**

IFC Cooperation with Fiji Government – Early Childhood Care

- **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**

FIJI – IFC/FHRI RAKORAKO PEER LEARNING SERIES

	Tackling Childcare: The Business Case for Employer Supported Childcare Stream	Workplace Responses to Domestic and Sexual Violence Stream
November 2019	Series 1: Kick off workshop – Understanding your company's business case	
February 2020	Series 2: Demands Assessment	Series 2: Respectful Workplaces
March 2020	Series 3: Family Friendly Workplace Policy	Series 3: Domestic and Sexual Violence Workplace Policy
April 2020	Series 4: Measuring Impact	Series 4: Service Provider Forum
June 2020	Series 5: Childcare Providers Forum	Series 5: Behavioral Change communication
July 2020	Combined Learning Forum	

Learn the practical steps your company can take to capture the business benefits described in these IFC publications.

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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

THE IMPACT OF COVID-19 IN THE PACIFIC

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 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

EARLY RESULTS FROM RAKORAKO

Companies implementing new policies:



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



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

Out of organizations participating in RAKORAKO...



said new policies helped maintain business continuity during COVID-19



said new policies helped improve employee satisfaction / loyalty



said new policies improved their company's reputation



said new policies reduced employee absenteeism

APPENDIX:

- **Business Coalition for Women – Papua New Guinea**
- **Waka Mere or ‘She Works’ – Solomon Islands**
- **Additional Resources**

PAPUA NEW GUINEA - BCFW

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.**

**NEARLY
8 OUT OF 10
WOMEN**
who attended a
leadership course were
promoted or given
additional responsibilities.



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](#)

[Tackling Childcare in the Covid-19 Era: A Guide for Employers](#)

Additional Resources

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](#)
- [Guidance Note: COVID-19 and Gender-Based Violence: Workplace Risks and Responses \(2020\)](#)
- [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

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