

The Business Case for Gender Equal Workplaces



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The Business Case for GENDER EQUALITY

IFC Women's Employment Program provides clients with assessments and advisory to resolve labor issues, increase employee engagement, improve productivity and reduce costs.

Companies that invest in internal gender equality have stronger financial performance.

Greater pool of talent

Stronger performance

Better reputation

Increased innovation

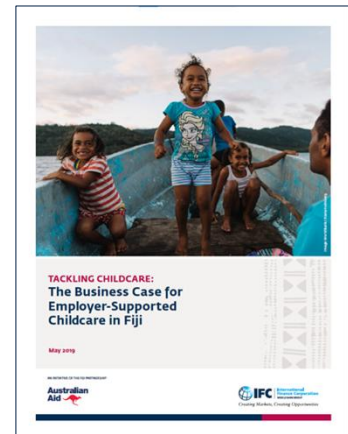


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IFC research identified **childcare** as an important barrier for women

IFC Research found:

- Childcare responsibilities impact parents' ability to perform at work and focus on their job
- **12.7 working days lost per employee** per year due to challenges balancing work and childcare demands
- **FJD\$550,000 average annual cost** to businesses from lost staff time



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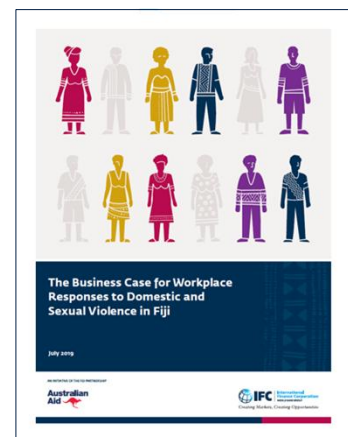
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IFC research also highlights **workplace responses to domestic and sexual violence** as key

IFC Research found:

Annual average days lost per employee

- 4 days** • Feeling tired, distracted or unwell due to domestic and sexual violence
- 1.8 days** • Being late or absent due to domestic and sexual violence
- 4.1 days** • Supporting colleagues who are experiencing domestic or sexual violence



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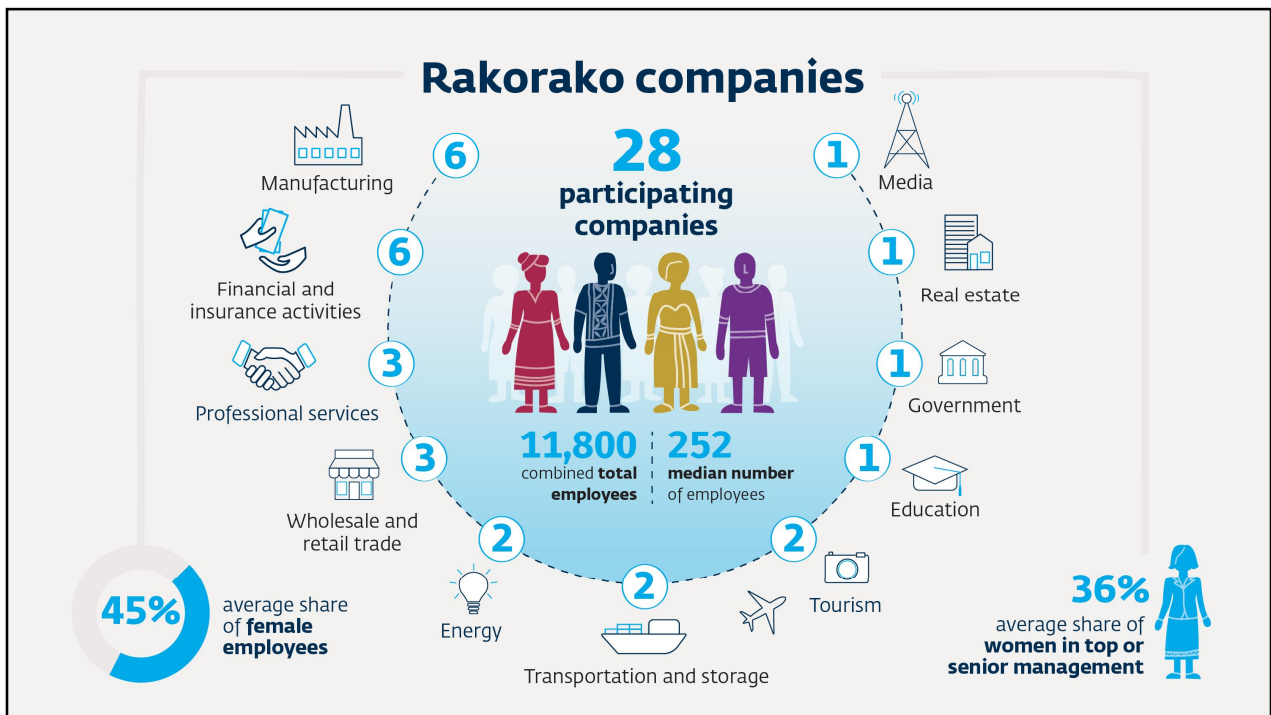
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IFC partnered with FHRI to launch Rakorako to address two key barriers to women's equal economic participation in Fiji

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Key Achievements from Rakorako

Among the 28 companies participating in Rakorako:



65 family friendly and/or gender-based violence (GBV) policies were introduced or improved as a result of Rakorako

19 out of 28 of participating companies introduced or improved at least one human resources (HR) policy or initiative

14 companies introduced or improved at least one policy on gender-based violence

12 companies introduced or improved at least one policy on childcare

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Participant in Rakorako reported substantial benefits from the program for the business and employees

The most frequently reported impact on participating companies included:

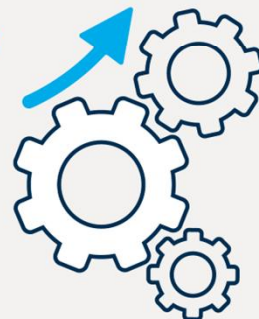
18 out of 28 companies reported at least one positive business impact following their participation in Rakorako, and their implementation of new policies or practices.

14 reported improved employee satisfaction or loyalty

13 reported Rakorako helped them maintain business continuity during COVID-19

13 reported increased productivity or efficiency

13 reported reduced absenteeism



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Rakorako companies also highlighted broader improvements as a result of the program



23 out of 28 of companies said Rakorako helped to improve the organization's culture

19 out of 28 companies - over two-thirds - said Rakorako improved their ability to address workplace bullying

19 out of 28 companies said Rakorako improved their ability to address workplace sexual harassment

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Thank you

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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

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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](#)

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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 \(2021\)](#)



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