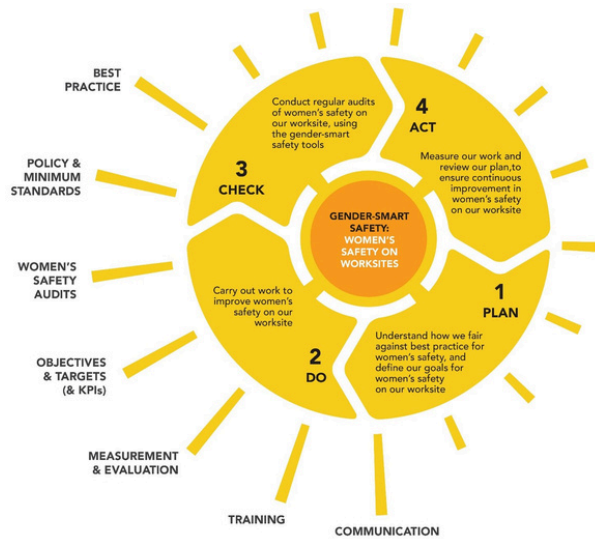


GSS Best Practice Framework



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

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

Do women in your business have any safety concerns?

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

The Business Coalition for Women is supported by the Australian Government through the PNGAus Partnership.



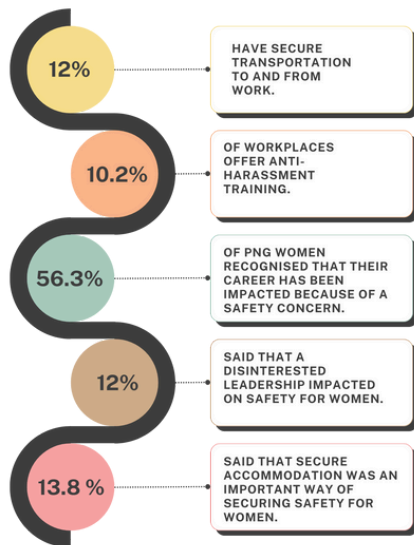
PNGAus Partnership

To find out more about how our Gender Smart Safety solutions can help your business please contact the Business Coalition for Women (BCFW).
 For more information, contact us on:
 E: communications@pngbcfw.org
 Office Landline: 323 0310 | Mobile: 7459 3108.
 Or visit our website: www.pngbcfw.org or find us on Facebook and LinkedIn.

What is Gender Smart Safety?

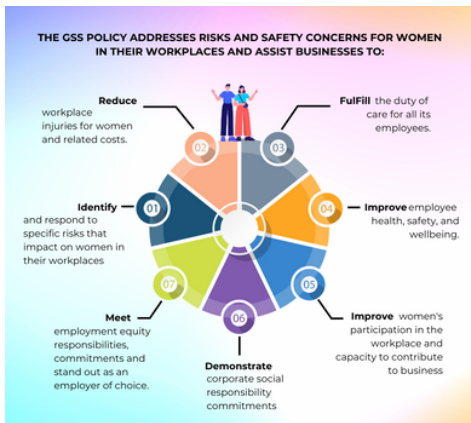
Gender Smart Safety (GSS) is a new way of responding to safety issues in the workplace that are affected by or linked to gender. Traditionally, gender and safety have been considered to be separate issues in a workplace. Gender smart safety brings these two important issues together.

SOME FINDINGS FROM A 2015 STUDY INTO WOMEN'S SAFETY IN WORKPLACES IN PNG



What is a Gender Smart Safety Policy?

The Gender Smart Safety policy aims to enhance women's safety in the workplace by providing training and support, establishing clear guidelines, promoting women's rights, and regularly evaluating safety measures to create a safer and more inclusive work environment.



What is the business value of implementing a GSS policy?

- Helps businesses develop a supportive and non-judgmental workplace in which women can discuss issues and concerns affecting their safety at work,
- Guide an employer's responses to ensure continuous improvement in women's safety at work,
- Ensure a sustained response to women's safety at work,
- Ensure women are empowered through safety at work, and
- Facilitate a safe workplace for all employees.

Gender Smart Safety Package

- Model Gender Smart Safety Workplace policy
- Gender Smart Safety Strategy Model
- Risk assessment tools & guidelines for implementation
- Information sheet & business case summary
- Toolbox talks

Evonne Kennedy

Executive Director, BCFW



As PNG's formal economy grows, more and more women are entering the workforce and in areas that have been traditionally dominated by men. Thus, it is increasingly necessary to widen the safety lens and address aspects of women's safety that have typically received very little attention.



Neil Papenfus

Former General Manager - Pacific Towing, Steamships Trading Company

Despite its comprehensive nature and obvious importance, GSS is not an expensive or onerous program to roll out and then sustain. The audit tools are tailor made for PNG workforces so it was easy enough for our staff to master them and for our trainers to instruct staff at our other operations on how to utilise them. Also, the recommendations to improve our female staff's workplace safety were pretty much straightforward and relatively low cost. For example, improved locks and latches on doors, new signage, some in-house training, ensuring female health and hygiene products are readily available, and developing an internal communications plan focusing on more respectful attitudes and behaviours.