



Gender ratios and the current status of women in some Papua New Guinean and Australian timber companies

February 2017



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Acknowledgments

The authors wish to thank the management and staff of all the companies and organisations who contributed information to this study.

Additionally we thank Ruth Turia and Adam Redman for reviewing the manuscript.

This report is an outcome of *Better returns from wood*, ACIAR project FST/2014/065: Development of durable engineered wood products in PNG and Australia.

The information provided is subject to change in the future. The reader/user should ascertain whether the information is still valid and current before using it.

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Summary

A review was conducted to assess the current status of women in some timber companies of PNG and Australia. This included analysis of available reports and statistics and also an informal survey of companies participating in the project. Where companies were willing, data such as employment gender ratios, positions, age classes, income, training, skills and qualifications were obtained. Qualitative information was also collected, such as perceived desirable qualities and undesirable traits associated with both sexes and relevant cultural issues.

Companies based in Papua New Guinea described the advantages of a diverse workforce and preference for women in certain roles, but also highlighted current constraints that affect gender decisions when employing staff. Pressure for women to stay at home for domestic and carer duties, among other reasons, prevents many women from establishing a career path and limits opportunities to reach management roles. For the Australian companies, women were regarded as having superior colour coordination abilities and excellent processing skills, though physical strength can limit some activities to male employees.

The current gender ratio in PNG as determined from the survey of seven companies was 66:34 in favour of male employees. This contrasts with Australian information which indicated a ratio of 84:16 in favour of males, based on data for five companies. Not all project partners from Australia participated in the survey; however data was obtained for four representative Australian companies not involved in the ACIAR project but in the targeted industry sector.

More women than men were employed in clerical and administration roles in both countries, and women also held more sales positions than men in PNG.

The project team will endeavour to encourage all partners to develop gender policies and improve awareness of the benefits of a diverse workforce. Australian companies will be encouraged to investigate the opportunity to join the Women in Forestry and Timber Network and participate in White Ribbon Day. These options may provide models for similar educational and support activities and networking.

Introduction and background

Gender equity refers to the philosophy of a fair distribution of workload, benefits and rewards between men and women. There are many studies that have shown that women are disadvantaged across a range of metrics such as pay scales and representation in management roles in all industry sectors. There are also examples in the literature highlighting the intrinsic value of gender equality as an essential aspect of human dignity, social justice, as well as providing more opportunities, increased household income which can lead to improved nutritional and educational outcomes, especially for families in developing countries.

The Australian Government is committed to empower women and promote gender equity in the Indo-Pacific region. As a reflection of international priorities (for example United Nations, Organisation for Economic Co-operation and Development) the government is aiming to ensure that at least 80% of its investments will effectively address gender issues in their implementation. This includes grants dispensed through Australian Centre for International Agricultural Research (ACIAR).

To this end, DAF as project leader for ACIAR FST/2014/065: *Development of durable engineered wood products in PNG and Australia* has incorporated gender issue research into project activities. These activities are designed to provide an understanding the roles played by men and women and identifying any constraints to achieving equitable access to salaries, training, and fair work conditions.

Methods

The information collated and discussed in this report was gathered by two processes:

- direct partner feedback: face-to-face discussions and a survey questionnaire
- desktop study: review of the literature and contact with relevant organisations.

The data fields of interest were gender ratios, positions within the company hierarchy, age class structure, annual income, training, skills, education and qualifications, perceived advantages of female employees, perceived constraints to equity in the timber workforce and potential opportunities to improve equity in the workforce.

Results

Papua New Guinea

Representatives from seven project partners were visited during the early stages of the project and gender issues were discussed. In addition to timber companies, gender data for tertiary institutions with relevant schools servicing the forestry and timber sectors were requested.

Gender ratios

The survey questionnaire provided an overall male to female ratio result of 66:34 of an employee population total of 4,799 (Figure 1). The range varied from a high female proportion of 48% to a low of 10%. The individual company data appears in Table 1.

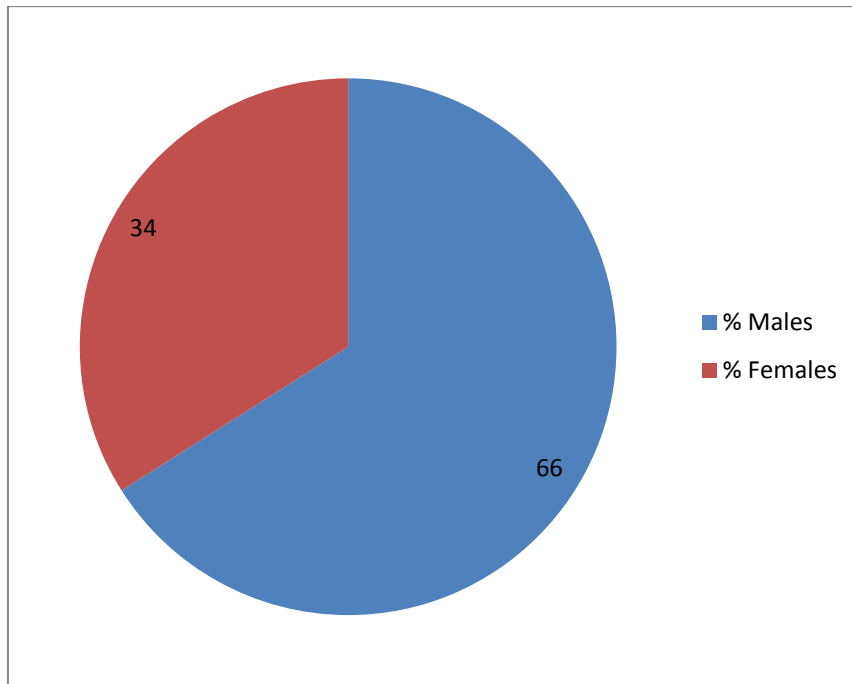


Figure 1. Gender ratio for seven PNG timber industry representative companies

Table 1 Gender numbers and ratios for the partner companies in PNG

Company	Male employees	Female employees	Gender ratio male to female
A	~840	~360	70:30
B	162	38	81:19
C	27	13	67:33
D	~135	15	90:10
E	880	820	52:48
F	946	283	77:23
G	~187	~93	67:33
Totals	~3,177	~1,622	66:34

~ : approximate numbers; fluctuates above and below the given number.

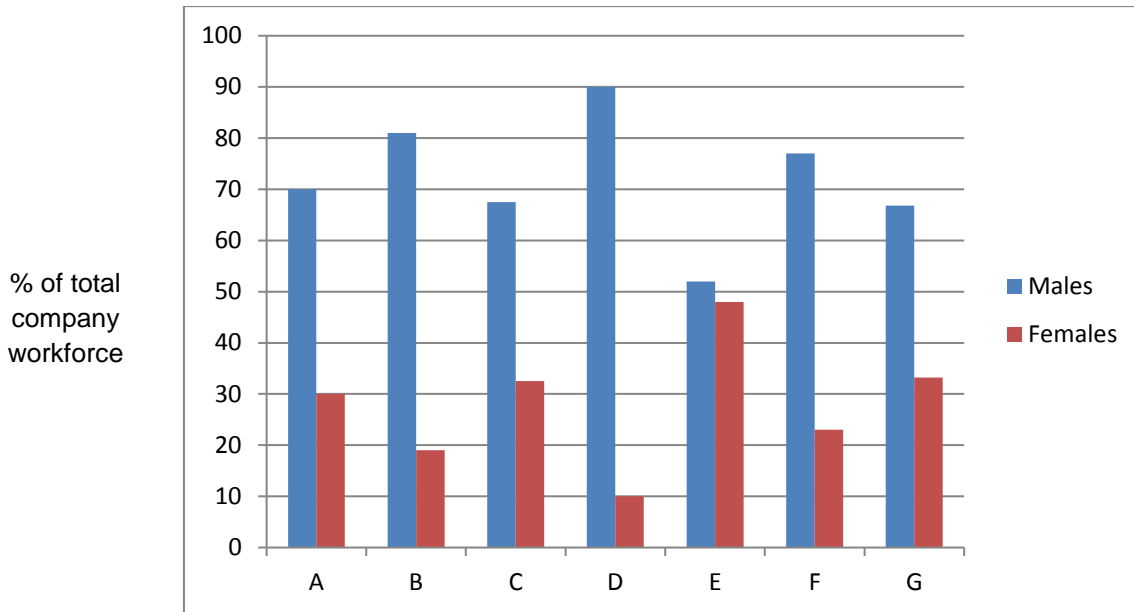


Figure 2. Relative proportions of male and female workers in PNG companies surveyed

Positions

The survey presented to companies asked for a breakdown of gender across the different hierarchal positions within their business. The results from completed surveys are presented in Figure 3.

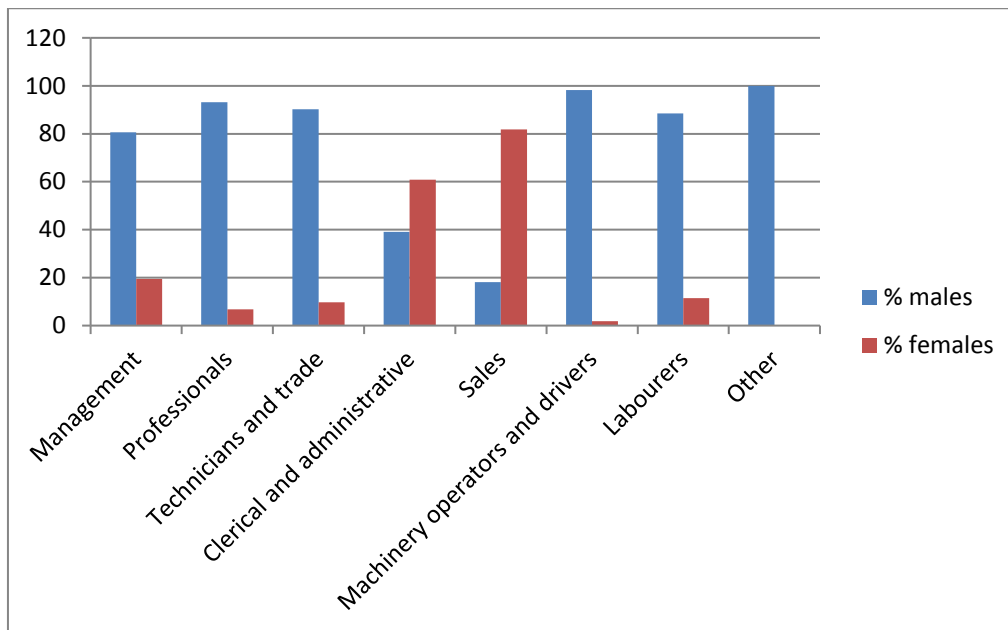


Figure 3. Gender and PNG company positions (%)

Age classes

One company has identified an optimum age class for female employees related to motivation and reliability. They nominate single mothers within the age class 25 to 40 as desirable from the employee's perspective due to the general factors associated with this stage of life: they need the income to support their family and are therefore reliable. Only one survey respondent completed the age class section of the questionnaire and their information is summarised in Table 3.

Table 3. Age classes of workers in a PNG timber company (number of male:female)

Position	15-25 yo	26-45 yo	45-65 yo	65+ yo
Managers	0:0	1:4	1:0	1:0
Technical/trades	0:2	76:8	41:3	1:0
Administration/clerical	0:1	2:8	0:0	0:0
Sales	0:1	0:4	0:1	0:0
Plant operators/drivers	0:0	5:1	2:0	2:0
Labourers	0:0	0:1	0:2	0:0
Apprentices	0:0	1:0	0:0	0:0
Totals M:F	0:4	85:26	44:6	4:0

Income

Not all companies were willing to share salary data however the information provided showed that technicians, tradespeople, plant operators, clerical and administration roles are generally paid equitably across genders.

Training, skills, education and qualifications

No gender dis-aggregation was provided, however the training and education information returned in the survey is summarised here. Staff in management roles had Grade 12 high school certificates, diploma or degree qualifications. The range of management roles included human resources, financial controller, shipping clerk and office administration. Technicians and tradespeople often had high school certificates to Grade 12 level plus vocational school certificates. Staff in clerical and administrative roles held grade 12 high school certificates and some had completed bachelor degrees.

Machinery operators, drivers and apprentices had attained grade 10 level in high school and in many cases further vocational certificates. Labourers generally had no certificates or other qualifications and were trained on-the-job.

Advantages of women in the workforce

The companies were in agreement that women are generally reliable, diligent and careful in their work and suited to a wide range of positions across typical organisation hierarchal structures. In three large

enterprises, females were preferred for grading tasks due to their ability to remain focused for extended periods of repetitive work and therefore achieve higher rates of accuracy. Another large company suggested that women take more care with machinery and equipment and take less risks than male employees. Women were also considered more stable and could be relied upon to turn up for work and return on a weekly basis.

Constraints, cultural and social issues

Some employers consider that employing and training women is a risky venture due to the high likelihood of them becoming pregnant and staying home to care for children. It was also suggested that there is pressure from male partners in relationships for the female to stay at home to take responsibility for all domestic duties.

A senior executive of one of the larger companies surveyed described the labour force as 'problematic' with an emphasis on the difficulties associated with men such as careless attitudes to tasks and equipment/machinery, lack of focus over sustained periods, relationship issues, violence and unreliability. A general lack of care and pride in work leads to inconsistent product quality and poor rates of productivity.

One manager suggested that women are more likely to share their wages with families and purchase essential items, whereas men are more commonly predisposed to spending wages on themselves, for example on alcohol.

There are labour laws and security issues which prevent women from being employed in certain roles. For example women in East New Britain are more likely to be engaged in factory and nursery positions, rather than field forestry operations. It is considered unsafe for women to work at night or be placed in field operations that require camping away from home. Violence is acknowledged as a serious problem in PNG and causes regular disruptions to work in the country. One company manager described PNG as having the highest rate of violence outside of designated conflict zones and suggested that 66 to 100% of female workers have been or will be the victim of a violent crime, ranging from physical abuse to rape. A recent Medecins Sans Frontieres report (MSF, 2016) confirms that intimate partner violence, family violence, and sexual violence are widespread in PNG. MSF clinics have treated an average of 3,000 victims per year since 2007 and note a lack of functioning protection mechanisms, a culture of impunity and weak justice systems in the country.

Gender violence negatively impacts workers' attendance, productivity, training and development opportunities and therefore limits progression to more senior roles (Van Leeuwen, 2015). Violence can impact a person's ability to work safely, for example victims may be unable to safely perform the physical tasks due to injuries. The psychological toll of violence can be considerable with victims suffering stress, anxiety, fear, and depression which can reduce concentration, problem solving and good decision making which impacts a person's ability to work safely (Ibid). Family, friends and perpetrators can also be negatively affected resulting in poor performance, safety implications and absenteeism.

One company representative has observed that problems often arise when couples are employed and work together- subsequently jealousy issues can emerge which result in workplace disruptions including acts of violence.

The preference for employing women aged in their late 20s to 40 years of age imposes a constraint to younger and older women who would be interested in working in the timber industry in PNG.

Opportunities

The data and information provided by participating companies has helped to identify important gender issues in the timber industry in PNG. There are positive things happening such as the formation of Provincial Family Sexual Violence Action Committees and the development of company gender policies which describe strategies such as training and workshops about these issues. The industry representatives unanimously agreed that a diverse workforce is beneficial and that women are generally more reliable than men. Gender equity in PNG isn't so much affected by preference of male or females in what is traditionally a male-dominated sector, but more constrained by social and cultural issues including pressure on women to be primary carers, assume responsibility for domestic duties, and the disruptive impact of violence.

The project team will assist companies with the development of gender policies during the project and maintain dialogue on how women's engagement can be increased. The research team will discuss gender issues with male and female employees at different levels within company hierarchies during ongoing facility visits and assist with gender initiatives where possible. The Australian examples of White Ribbon Day, a male-led campaign against gender violence, and the Women in Forestry and Timber Network (WFTN) provide models for the PNG timber industry. The WFTN is dedicated to raising the profile of women in the industry, supporting cultural change and improving the industry perception as an employer of women.

It may be useful to make organisations aware of the workplace safety issues and cost impacts of gender violence. A study by Darko et al. (2015) found that gender violence adds 9% to payroll costs due to lost productivity and absenteeism. Partner companies will be made aware of the PNG Business Coalition for Women which promotes positive change for women and business in Papua New Guinea. The coalition is focused on addressing gender violence, developing gender smart workplaces and practices, promoting women in leadership, and expanding opportunities for women in supplier and distribution networks. In terms of addressing gender violence, the coalition has developed a suite of strategies for businesses, including: a model Human Resources policy with guidelines on safety planning, special leave, support services, addressing perpetrators on staff, confidentiality for victims; detailed policy implementation guidelines; a legal guide on Family and Sexual Violence for PNG employers; step-by-step training programmes and bespoke consulting services on how to implement the policy. The coalition will be invited to address the PNG Forest Industries Association (PNGFIA) via a written request to distribute the coalition's online application form to PNGFIA members. In addition, the DAF project team will discuss options for utilising the resources from the White Ribbon organisation who provide information and support for individuals and businesses to engage in strategies to prevent domestic violence (see Appendix 1 and <https://www.whiteribbon.org.au/>).

Australia

Information on gender in the Australian timber sector was requested from three project partners from which one company responded. DAF was able to access additional timber industry gender data from the Australian Government's Workplace Gender Equality Agency to provide a larger sample, resulting in data from four additional companies representing relevant industries being included.

Gender ratios

The male to female ratios for five Australian-based companies with a total of 2,709 employees was 84:16 (Figure 4). A breakdown by company is presented in Table 4 and displayed in percentages in Figure 5. The WGEA reported that the agriculture, forestry and fishing industries had a male to female worker gender ratio of 66:34 whereas the national composition across all sectors was 51:48. For the manufacturing industry which likely includes timber processors and manufacturers of wooden products, only 26.6% of employees were females (WGEA, 2015). Based on the three companies' data in this report, the Australian timber industry is relatively under-represented by women compared to closely aligned sectors.

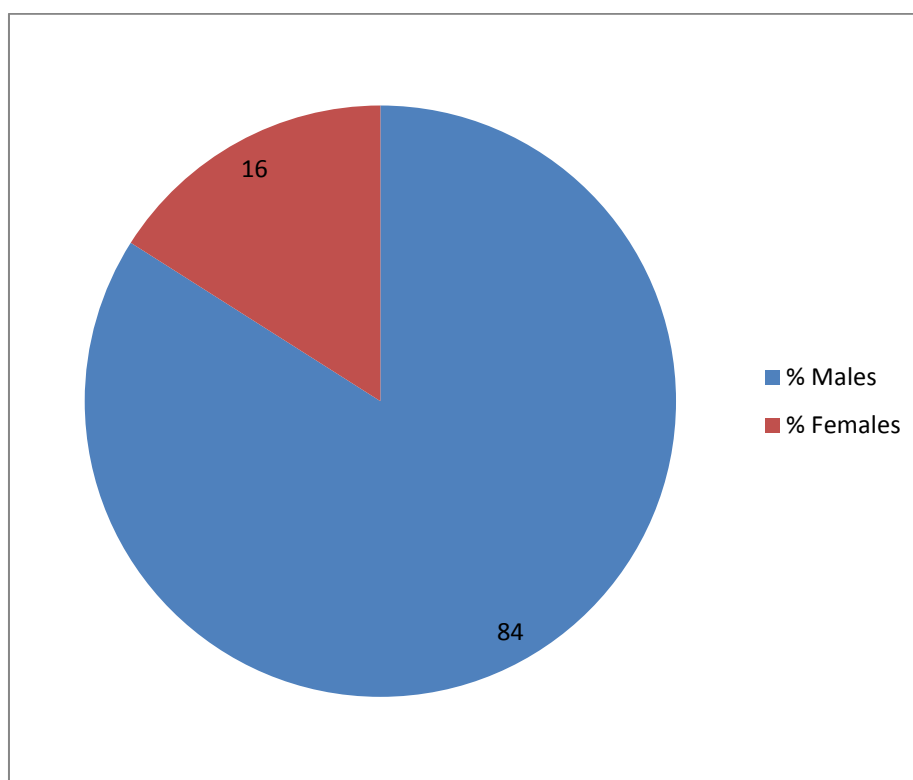


Figure 4. Gender ratio for four Australian timber industry companies

Table 4. Gender numbers and ratios for the companies in Australia

Company	Male employees	Female employees	Gender ratio male to female
A	45	7	87:13
B	No data supplied		
C			
D	351	79	82:18
E	259	85	75:25
F	120	17	88:12
G	1,572	174	90:10
Totals	2,347	362	84:16

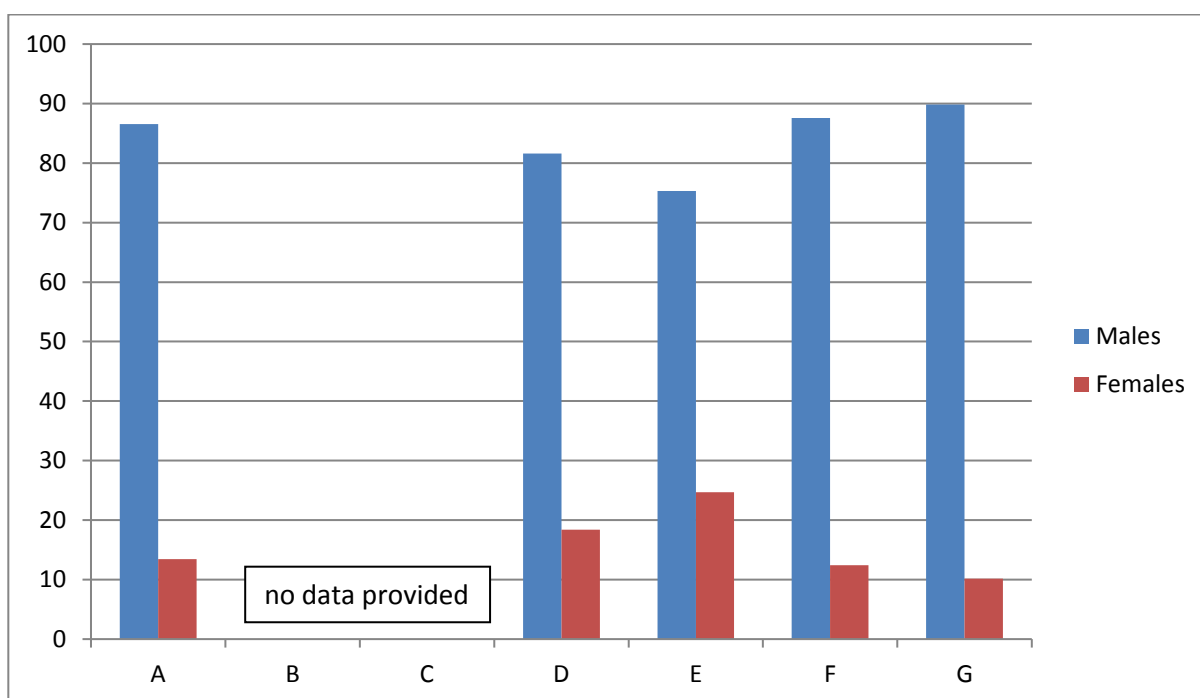


Figure 5. Relative proportions of male and female workers in Australian companies analysed

Positions

A breakdown of gender across the different hierarchal positions within businesses was obtained. The overall results are presented in Figure 6.

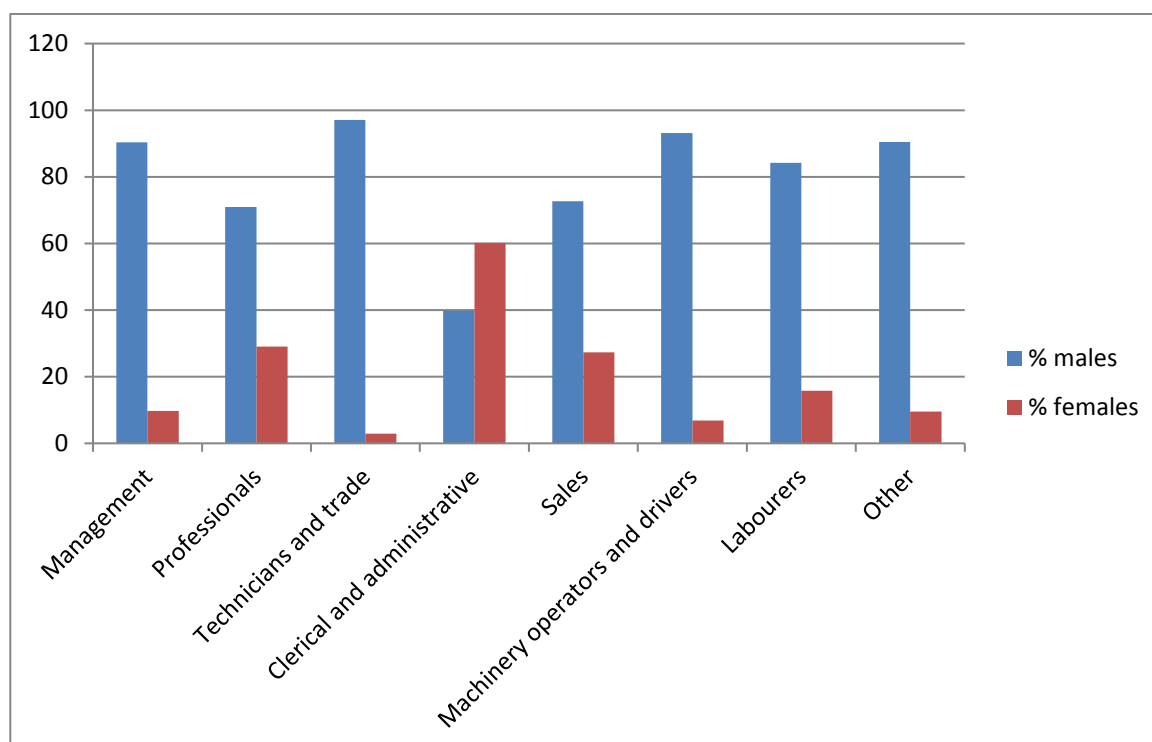


Figure 6. Gender and company positions (%), Australian companies.

Age classes

No data on age class distribution across gender and positions for Australian companies were made available to the research team.

Constraints, cultural and social issues

One company surveyed reiterated the PNG philosophy that women are preferred in some roles. Domestic violence and sex-based harassment are becoming increasingly recognised as workplace issues in Australia. Companies are encouraged to develop policies and education modalities (posters, induction, code of conduct training, counselling) to raise awareness of the negative impacts of gender violence and harassment. It is estimated that in 2015, 35% of employers had a domestic violence policy or strategy implemented, an increase of 3% over the previous year (WGEA, 2015).

Opportunities

As with the PNG companies, the project team will assist the Australian companies with the development of gender policies during the project and maintain dialogue on how women's engagement can be increased. Gender issues will be discussed with both male and female employees at different levels. The project team will make the Australian companies aware of the White Ribbon Day initiative and the existence of the Women in Forestry and Timber Network (WFTN). This network has over 250 members and is the only dedicated national women's network for the forest and wood products industry. Its focus is on raising the profile of women in the industry, supporting cultural change and improving the industry perception as an employer of women. The

White Ribbon organisation (<https://www.whiteribbon.org.au/>) has been successful in raising awareness of domestic violence issues and samples of their resources are attached in Appendix 1.

Discussion

The preference by PNG timber companies for women in certain roles is constrained by societal pressure on many women to stay at home and further limited to an age class perceived to be more beneficial for long-term employment. Despite this, there was a consensus amongst companies that female employees are generally better focused on tasks at hand, reliable, patient and take better care of equipment. By law and for personal safety reasons women are not able to work under certain conditions (e.g. night shift and remote camps). The overall gender ratio based on seven partner organisations was 66 males to 34 females, which implies relatively high female representation in a traditionally male-oriented industry.

Data for five Australian-based timber companies were obtained to provide some comparative information and insights into the gender situation in Australia. Although a high proportion of women were employed in clerical and administrative roles, the overall gender ratio for the Australian companies was 84 males to 16 females, therefore a much lower female representation than seen in PNG. One Australian company concurred with the PNG industries consensus that women are preferred for some tasks that require extended periods of focus, such as grading and other repetitive activities.

The next project activity specific to the gender topic involves workshops with stakeholders in both countries during 2017 to establish strategies for enhancing the role of women in the timber industry and increase the project benefits to women.

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Appendix 1. White Ribbon Day samples and resources



Sometimes you may see your friends behaving abusively, for example sexually harassing a woman in the street or telling sexist jokes. If this happens, you can:

- Distract your friends by saying something like 'relax, that's enough'.
- Don't laugh – silence cuts.
- Tell your friends to stop.
- Walk away to show that you do not approve of their behaviour.

We have all found ourselves in situations like this. These people expect others to go along with them and to laugh or agree – they do not expect to be questioned. Here are some ways to show you do not support their actions and behaviour⁹.

MAKE IT CLEAR

If you are with some friends, and someone says something that makes you uncomfortable, or that you feel is wrong, you can say something like:

"Come on, I know you are better than that", or "What did you say? I'm not sure what you mean."

BRING IT HOME

Sometimes, people forget they are talking about a real person. To challenge them, you could say something like:

"What if someone said that about your sister or your daughter?"

This will remind them that they are talking about a real person and will help change the conversation.

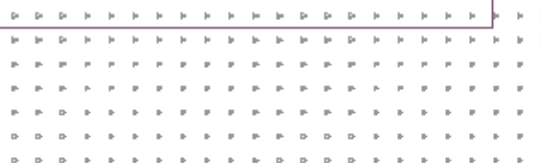
Asking a question helps people think about what they said. It is important to say this in assertive and calm manner.

I BELIEVE

This is a great way to give your opinion. You can say something like:

"I believe abusing a woman is wrong."

Saying this instead of something like "you are wrong" can be easier for people to hear. They may feel less defensive and accept the opinion.





AM I THE ONLY ONE...?

Have you ever found yourself in a situation with a group of people and you feel uncomfortable about what is being said?

You're probably not the only one who thought it was wrong. You could ask:

"Am I the only one uncomfortable with this?"

This can let others know that they are not alone and will encourage them to speak up.

TALK PRIVATELY

Talk to the person privately about what they said or did and its effect on others.

This increases the chance that they will listen to what you say. They won't feel the need to defend themselves in front of other people.

*Based on: Flood, M. (2011) Men Speak Up: a toolkit for action in men's daily lives. Sydney: White Ribbon Policy Research Series No.4.



White Ribbon
Australia

How men can prevent sexual violence



Here are some steps you can take to prevent sexual violence and ensure you have respectful sexual relationships:

BEFORE YOU HAVE SEX

Always have sex with consent. Don't pressure a woman or your partner into having sex or performing sexual acts they don't agree to. Do not make your partner feel guilty or emotionally blackmail them with threats about leaving the relationship.

BE AWARE OF LANGUAGE

Words like 'bitch', 'whore', 'baby' or 'dog' make women seem less human and inferior. Using words like this makes it easier to treat women with disrespect and to ignore their rights. This is not OK.

REMEMBER THE FACTS

When you see sex without consent on the television, remind yourself that it is rape. When you hear about a woman staying in an abusive relationship, remind yourself that she is not to be blamed. Learn the facts so you can challenge these myths.

TAKE 'NO' FOR AN ANSWER

The idea that women say 'no' when they mean 'yes' is wrong. Do not ignore a woman if she says 'no' or seems reluctant. Your partner always has the right to say 'no', even if you are married or living together. Silence does not mean she agrees. Importantly, if a woman is under the influence of alcohol or drugs, she can't consent.

TALK TO WOMEN

Ask a woman who trusts you about violence and how it has affected her life. If she feels comfortable to talk, just listen and learn from her experiences. Women who have survived or are surviving violence and abuse will have valuable insights.

TALK ABOUT SEX

If you are unsure what your partner wants, ask her. Talk about what you want to do and check that your partner agrees. You can try asking 'Is this comfortable?' or 'Are you OK with this?'.

NEVER USE FORCE

Don't assume that because a woman wears revealing clothing, flirts or agrees to go to a man's house, that she wants to engage in sexual activity. Forced sex is rape. The person responsible for rape is the one who uses force or pressure.

DON'T ENGAGE IN ANY FORM OF SEXUAL HARASSMENT

Whistling at women, unwanted touching, sexual jokes and other types of unwelcome sexual behaviour, can make a person feel harassed, embarrassed and intimidated. Always treat women with respect and never engage in non-consensual sexual behaviour.



TALK TO MEN

Speak to other men to challenge their attitudes and beliefs about sex/consent and violence against women – a change in social attitudes will make it easier for victims to get help and make violence and abuse against women less acceptable. You can start by mentioning something you've read about sexual assault or something you saw on television. Ask if they know someone who has been sexually assaulted.

TAKE ACTION IF YOU SEE VIOLENCE HAPPENING

Call the police – never assume someone else has. Ensure you do something to stop the violence, but do not use violence yourself and ensure your own personal safety. Do not remain silent: stand up, speak out and act to stop men's violence against women.



EXAMINE YOUR OWN BEHAVIOUR

If you have been physically violent against a woman, committed sexual assault, threatened or tried to control their lives, get help today. Do not wait for it to happen again. Call MensLine on 1300 78 99 78 for support and advice.

CONTRIBUTE YOUR TIME, ENERGY AND MONEY

Make a difference to your community. Join, support and/or donate to an organisation working to prevent men's violence against women. Every contribution helps break the cycle of violence.



SUPPORT SURVIVORS OF SEXUAL VIOLENCE

If someone tells you that they have been abused, raped or harassed – listen, believe and support them. Ask if they need support (e.g. counselling) and help them find it. Don't ask questions like 'what were you wearing?' By supporting survivors to share their experiences, more people will speak up and highlight the seriousness of sexual violence.

*From Thirteen steps men can take to prevent sexual violence (n.d.) Retrieved 7 March 2016 from: <http://whiteribbon.org.nz/act/get-help/thirteen-steps-men-can-take-to-prevent-sexual-violence/>; What men can do to stop violence against women (n.d.) Retrieved 7 March 2016 from: <https://www.stsm.org/get-information/about-sexual-assault/what-men-can-do-stop-violence-against-women> and Kaufman, M. (2000). *The White Ribbon Campaign: breaking men's silence to end men's violence – statement of principles*. Michael Kaufman. Retrieved from: <http://www.michaelkaufman.com/2000/the-white-ribbon-campaign-breaking-mens-silence-to-end-mens-violence-statement-of-principles/>*

 White Ribbon Australia

Taking action against violence, abuse and harassment



We all need to speak out against men's violence against women.

Silence and inaction will let this violence continue.

Sometimes it is hard to know what to say and how to act, and you may feel uncomfortable about speaking out. In this factsheet, you will find some tools to help you.

Above all, remember to keep yourself and others safe. **Call 000 in an emergency.**

Intervening in violent situations

This is what you can do when you see violence:

- **Stay safe:** Safety is vital in deciding when and how to respond to violence when it is occurring. If the situation is already violent and looks like it is escalating quickly, don't directly intervene. Call the police.
- **Create a distraction:** an indirect and non-confrontational distraction can help disrupt the situation. You can do this by starting a conversation with the victim or perpetrator about anything, for example the weather. This can help keep a potentially dangerous situation from getting worse.
- **Watch:** stand a safe distance away so the violent person knows they are being watched.
- **Ask for help from people near you:** speak out together to tell the violent person that his actions are unacceptable.
- **Support the victim:** talk to the woman to show your support. Ask if she needs help.



Signs that a woman may be experiencing violence and abuse

Most violence against women happens in the home and other private places¹, so you probably won't see it happening. Here are signs that a woman is experiencing violence and abuse²:

- She often mentions that her partner is 'jealous' or has a 'bad temper'.
- She is afraid of her partner and tries hard to please him.
- Her partner criticises and humiliates her in public.
- She has become increasingly anxious or depressed, has lost confidence or is unusually quiet.
- She has physical injuries (for example bruises, cuts and sprains) and gives unlikely explanations for these injuries.
- She tells you that her partner pressures or forces her to perform sexual acts.
- Her partner makes all the decisions, for example he controls the finances and tells her who she can and can't see.
- Her children seem frightened of her partner, have behavioural issues or are withdrawn and anxious.
- She doesn't want to leave her children alone with her partner.
- If she has left the relationship, her ex-partner calls or emails her constantly, follows her, comes to her house uninvited or waits for her at work.

Supporting women

If you feel comfortable approaching the woman, you can speak to her and simply say, "I'm concerned about what just happened. Are you OK?". Let her know that violence and abuse are wrong and that she does not deserve it.

Tell her that you are willing to help. Let her know about local support services that offer free and confidential advice and offer to help her access these services if she needs extra support.

Read the White Ribbon factsheet 'What to do when someone tells you about their experience of violence or abuse' for more information about what to do.



Remember!

A woman may be worried that she is putting herself in greater danger from the man using violence by sharing her experience with you. You must respect her concerns and reassure her that she did the right thing by telling you about the violence. Do not force her into making any decisions and keep all information confidential unless children are involved and you have an obligation to inform Police in your State or Territory.

If you are a student, you can ask a teacher, social worker or doctor for some advice about what to do.

Talking to men who are using violence against women

If you talk to someone you think is violent to their partner or another person, they may tell you to mind your own business, make excuses or deny it.

If you see abuse, **and you feel safe or able to**, talk about the behaviour you have seen. For example:

"You are my friend, but I think the way you criticise and scare her is wrong."

"It is not okay to hit a woman. This is a problem and I think you need to get some help."

Let him know about support services that offer free and confidential advice such as MensLine **1800 600 636**.

No More (2016) While it's occurring. Retrieved from: <http://nomore.org/how-to-help/while-its-occurring/>

¹Cox, P. (2015) Violence against women in Australia: Additional analysis of the Australian Bureau of Statistics' Personal Safety Survey, 2012. ANROWS: Alexandria pps. 37, 63, 68.

⁴From: Domestic Violence Resource Centre, Victoria: www.dvrcv.org.au

 White Ribbon
Australia

Violence against women and the workplace



Violence against women – whether it occurs in or beyond the workplace – impacts on the health and safety of women at work, their wellbeing and their productivity.

Violence is also a workplace health and safety issue. If the perpetrator of violence uses the workplace as a place to harass or stalk the victim, it can put victims and their colleagues in danger.



1 in 3 women experience physical and/or sexual violence perpetrated by someone known to themⁱ



1 in 5 women experience harassment in the workplaceⁱⁱ



94% of employees agree employers should take a leadership role in educating their workplace about respectful relationships between men and womenⁱⁱⁱ





What can workplaces do?

An Australian survey revealed that 48% of respondents who had experienced domestic violence disclosed it to a manager or supervisor, and only 10% found their response helpful.¹⁴

Workplaces have an important role to play in ending men's violence against women and supporting women experiencing or escaping violence.

For many women experiencing domestic violence, abuse or control, the workplace provides a space and network away from the abuser. It is critical that workplaces understand violence against women, so that these women can stay in work and so workplaces can help them access the support they need.

Workplaces also have a pivotal role in addressing the underlying causes of men's violence against women by promoting gender equality.

Workplaces can:

- offer pathways to support, by creating a culture that supports women to disclose their experiences of violence, including referring women to appropriate support services and offering domestic violence leave
- provide a source of income and financial independence, especially if a woman decides to leave the abusive relationship
- create a zero-tolerance environment that responds to sexual harassment in the workplace and holds perpetrators to account

- provide information to employees on what to do when they see or hear about violence, abuse or harassment
- promote gender equality: conduct a gender audit, offer flexible work arrangements and critically examine the different roles men and women play in the workplace.

More information

Visit the White Ribbon website at www.whiteribbon.org.au for more information on how your organisation can stop violence against women in the workplace.

¹⁴Australian Bureau of Statistics. (2013). *Personal Safety, Australia, 2012* (no. 4906.0). Retrieved from: <http://www.abs.gov.au/ausstats/abs@.nsl/Lookup/4545E1A0AF026AD5CA257C3D000D820D?opendocument>

¹⁵Australian Human Rights Commission. (2008). *Sexual Harassment Guide*. Retrieved from: <http://www.humannights.gov.au/our-work/sex-discrimination/guides/sexual-harassment>

¹⁶Pennay, D & Powell, A. (2012). *The role of bystander knowledge, attitudes and behaviours in preventing violence against women: A full technical report*. The Social Research Centre, Melbourne.

¹⁷McFerrer, L. (2011). *Safe at Home, Safe at Work? National Domestic violence and the workplace survey: Australian Domestic and Family Violence Clearinghouse*. Retrieved from: https://www.arts.unsw.edu.au/media/FASSFile/National_Domestic_Violence_and_the_Workplace_Survey_2011_Full_Report.pdf p. 13.

What men can do



To end men's violence against women, we need to change attitudes and behaviour – this will take time.

Here are some practical steps men can take every day to help end men's violence against women:

- **LISTEN**
Ask a woman who trusts you about violence and abuse and how it has affected her life. If she feels comfortable to talk, just listen and learn from her experiences. Women who have survived or are surviving violence and abuse will provide valuable and experiential insights.
- **LEARN ABOUT THE PROBLEM**
Many people think violence is committed in public places by strangers, but women who are at risk of violence are more likely to experience it in their own homes and from men they know. Visit the White Ribbon website to get more information. Watching the news, reading articles on the topic and seeking information will help you understand the impact of violence and abuse on women and the community.
- **LEARN WHY SOME MEN ARE VIOLENT**
Men are not naturally violent. Violent and abusive behaviours are learnt. For them, violence is a way of expressing their masculinity. It is intentional behaviour to gain power and control.
- **DEVELOP RESPECTFUL RELATIONSHIPS WITH WOMEN**
Be an example to other men: treat women with respect and as equals. Be mindful of how language as well as actions can be disrespectful and abusive. Healthy relationships help create gender equality. Express your feelings directly and in non-violent ways e.g. express your appreciation of your partner or have disagreements in well managed and thought through words.
- **WEAR A WHITE RIBBON OR WRISTBAND**
We can create the change. Show your commitment to ending men's violence against women by wearing a white ribbon or wristband. Use it as a starting point to talk with your friends, family and colleagues about men's violence against women. Be proud to stand up, speak out and act to prevent men's violence against women.





CHALLENGE SEXIST LANGUAGE AND JOKES

Sexist language and jokes help create the impression that women are inferior to men, are "objects", and work to legitimise violence against women. They are part of abuse that objectifies women, meaning that women are viewed as a possession. Point this out when you hear sexist language or sexist jokes and encourage others to be respectful towards women.



IDENTIFY AND OPPOSE SEXUAL HARASSMENT AND SEXUAL VIOLENCE

Unwanted sexual comments and behaviour reflect power inequalities between men and women. Oppose sexual harassment by supporting initiatives to create respectful and healthy environments.



TAKE ACTION IF YOU SEE VIOLENCE HAPPENING

Call the police – never assume someone else has. Ensure you do something to stop the violence, but do not use violence yourself or put yourself in danger. Do not remain silent: stand up, speak out and act to stop men's violence against women.



SUPPORT LOCAL WOMEN'S PROGRAMS AND SERVICES

Women's refuges, rape crisis centres, counselling and legal services, support women experiencing violence and are vital for women escaping violence. These services need support and financial backing.



EXAMINE YOUR OWN BEHAVIOUR

If you have been physically violent against a woman, committed sexual assault, threatened or tried to control their lives, get help today. Do not wait for it to happen again. Call MensLine on 1300 78 99 78 for support and advice.



BE A ROLE MODEL

Be a role model to other men, women and children. Teach them that violence is unacceptable and talk about ways to manage negative feelings that could result in conflict or violence.



YOU CAN GET INVOLVED IN WHITE RIBBON

White Ribbon is a global social movement to end men's violence against women. There are many ways for you to get involved: host a White Ribbon event, become an Ambassador or volunteer. Visit our website for more ideas.

From Kaufman, M. (2000). The White Ribbon Campaign: breaking men's silence to end men's violence – statement of principles. Michael Kaufman. Retrieved from: <http://www.michaelkaufman.com/2000/the-white-ribbon-campaign-breaking-mens-silence-to-end-mens-violence-statement-of-principles/>



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