DO NO HARM RESEARCH PROJECT REPORT:

WOMEN IN FORMAL EMPLOYMENT SURVEY

MARCH 2018

ACKNOWLEDGEMENTS

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EXECUTIVE SUMMARY

> Our culture is pre-dominantly a male culture but that is slowly changing as women are becoming the breadwinner. Women now are starting to have a voice into cultural issues even though we don't make the final decision. Women have a stronger sense of responsibility to provide for their children in particular and just power on, we are realising that financial independence is key, and hand in hand with that is the ability to educate our children well. Respondent, PNG Survey

With support from the Australian Department of Foreign Affairs and Trade's Pacific Women Shaping Pacific Development program, the State, Society and Governance in Melanesia program at ANU (SSGM) at the Australian National University and the International Women's Development Agency (IWDA) undertook the *Do No Harm* research project in Solomon Islands and Papua New Guinea to understand whether and in what ways economic inclusion and empowerment initiatives affect women's experience of violence.

As part of the *Do No Harm* Research project, a quantitative survey was conducted to document priorities and experiences of women working in full or part-time formal employment in Papua New Guinea and the Solomon Islands. The survey sought to focus specifically on women engaged in formal employment, to supplement the *Do No Harm* qualitative research previously conducted by Eves *et. al*. which primarily focused on women in informal employment.[1]

This report draws on the responses to this survey and aims to be a useful resource for DFAT staff and civil society organisations working to deliver formal-sector economic empowerment programming in Solomon Islands and PNG. Through the inclusion of quotes from survey responses throughout, this report also aims to give voice to the perspectives and experiences of women in formal employment in PNG and Solomon Islands. These individual responses demonstrate the importance of consultation with women to understand perspectives, priorities and experiences to inform all economic empowerment approaches.

Key themes and recommendations

Due to the small sample size (111 respondents), particularly from Solomon Islands, it has not been possible to draw representative findings from the data. However, the statistical evidence suggests interesting trends for further exploration and responses to open-ended questions provide important information on the experiences of individual women. These insights signal a number of key themes to inform existing work and suggest areas for further research.

The importance of control over income: The survey responses aligned with existing evidence that access to, and control over, an independent income is integrally linked to women's ability to exercise control over other dimensions of their lives.[2] Respondents indicated that earning an income through their employment has resulted in greater participation in decision making (such as over how income is spent), independence from male family members and an increased sense of respect in their communities.

The importance of having control over income was also apparent in the way survey respondents indicated their salary was paid and accessed. The vast majority of women respondents from PNG (92%) have their salary paid into a bank account only they can access and 90% of PNG respondents keep their income separate from other household income.

Balancing work and household responsibilities: The challenge of balancing work and household responsibilities was a prominent theme across survey responses. Forty-five percent of PNG respondents identified this as a challenge. Likewise, more than half of the PNG respondents identified support from family, friends and male partners, and assistance with household chores as key enablers to work. This is also reflective of the findings from the *Do No Harm* research relating to informal work (PNG) and saving clubs (Solomon Islands) which demonstrated that women's increased involvement in community financial management and income generation has not necessarily led to a redistribution of care work or other unpaid household and community responsibilities. This consequently results in an increased workload for women.[3]

The broader *Do No Harm* interviews and focus groups in Solomon Islands and PNG revealed that domestic conflict can often arise when income activities are seen as impacting on women's domestic and childcare responsibilities.[4] This was also reflected by a number of survey responses, reinforcing the importance of constructively challenging gender roles and expectations within the household and the community as part of economic empowerment initiatives.

Conflict and violence in the household: Increased economic opportunity for women can have both positive and negative outcomes including increases and decreases in the levels of violence.[5] A majority of respondents indicated that conflict had reduced since starting work due to factors such as increased income, increased confidence to negotiate, not seeing their partner as much, and increased respect from their partner. However, nearly a quarter of PNG respondents to this question indicated that conflict had increased since starting formal employment due to factors such as women not doing what their partner wants them to do, working late or going on work related travel, disputes over income expenditure and not having time to complete housework. This underlines the necessity of economic empowerment programming, as discussed in detail in the *Do No Harm* research reports, challenging the gender norms and practices in the context of marital relationships, and the power imbalances in the other dimensions of women's lives to achieve real change for women.[6]

The impact of promotion and work-related travel: The survey also explored women's experiences of work-related travel and promotion. The survey results indicate these are important areas for further research within PNG and Solomon Islands, with a number of responses indicating increased violence resulting from their work related travel. This highlights the importance of working with men to challenge gender inequitable behaviour and norms both within the workplace and within the household, such as the gender expectations associated with work travel, as part of efforts to increase women's agency and power in the world of work.

Strategies to minimise conflict and violence: Three key strategies were outlined by survey respondents to manage conflict and violence, including women's self-censorship to avoid violence, strategies to maintain control of income (such as separate bank accounts or additional income generation), and seeking external support or leaving abusive relationships. These strategies illustrate, as evidenced by the broader *Do No Harm* field research, that programs which focus on income generation and formal employment opportunities for women without also addressing harmful social norms in relation to gender roles and violence against women, can have a negative impact on other dimensions of women's lives.[7]

While strategies of avoidance may make it easier for women to continue their work, it places the responsibility on women to avoid violence rather than on perpetrators to change their behaviour. Strategies for increasing economic independence through increased income generation and/or control over finances highlight the importance of savings mechanisms for women as well as the way in which employers pay salaries to their employees.

The third strategy of seeking external support or leaving abusive relationships is complicated by the fact that in both Solomon Islands and PNG there is a lack of formal support services, particularly in rural areas, which makes it difficult for women to seek help.[8] This underlines the importance of considering, as part of any economic empowerment programs, support services or referral mechanisms which are available for women who have experienced violence in the community. It is also vital to work with organisations and networks in the community, including women's rights organisations, to improve the access, affordability and quality of support services for women survivors of violence.

Workplace strategies to address and respond to violence against women: A number of strategies which can be implemented in workplaces and communities to address gender-based violence are presented at *Annex A* of this report. These have been drawn from survey findings, and from best-practice programming discussed in Chapter 4. Accountability and respecting survivors' choices must be central to workplace strategy as well as consideration of cross-cutting priorities such as disability, age, language barriers and LGBTQ experiences and priorities.

Training and workplace policies can have an important impact on women's experiences of violence, both within the workplace and at home. Any strategies and policies that are implemented in the workplace need to address both direct consequences of domestic violence – through providing support to survivors, allowing flexible work arrangements, and safety planning – and they must consider the informal barriers to implementation such as workplace and community attitudes towards gender equality and gender roles.

Workplaces may also play a significant role in providing support directly to women experiencing violence such as by connecting women to support services and the provision of safe and reliable transport to access these services. Alongside this, the workplace provides an opportunity for employers to implement and promote policies, training, communications and diversity in the workforce as a mechanism for engaging employees to identify and transform the attitudes, beliefs and practices that lead to violence against women and girls.

Areas for further research
This report aims to be a useful resource for DFAT staff and civil society organisations working to deliver formal-sector economic empowerment programming or to conduct research in Solomon Islands and PNG.
To this end, the report identifies a number of areas which could benefit from further research including:

- The impact of promotion and work-travel on women's relationships in Solomon Islands and PNG.
- Reasons for not accessing appropriate support services when experiencing family violence to inform strategies to address this.
- Research that explores the intersection of women's experiences with demographic factors such as age, marital status, number of children in their care, educational attainment.
  Suggested focal areas include:
  o Enabling and challenging factors to their employment,
  o Family decision making power,
  o The positive or negative impacts employment has on their own sense of empowerment and, in contrast, their sense of responsibility to family
- The impact of outsourcing domestic work has on intra-household relationships and gendered expectations of working women's role in the household in Asia and the Pacific
- Perceptions of what makes a 'good relationship' among women who work in formal employment, specifically whether factors such as shared decision making or the absence of violence impact perceptions of a 'good relationship'.

CHAPTER ONE: INTRODUCTION

1.1   *Do No Harm* Research Project

With support from the Australian Department of Foreign Affairs and Trade's Pacific Women Shaping Pacific Development program, the State, Society and Governance in Melanesia program (SSGM) at the Australian National University and the International Women's Development Agency (IWDA) undertook the *Do No Harm* research project in Solomon Islands and Papua New Guinea to understand whether and in what ways economic inclusion and empowerment initiatives affect women's experience of violence.[9]

A quantitative survey of women working in full or part-time formal employment was a component of this research. This survey was designed to document the priorities and experiences of women working in full or part-time formal employment to inform the *Do No Harm* research findings, which focused on women in informal employment. This online survey was conducted in 2016 and this report sets out the findings from this survey. These findings are not intended to stand alone but should be read in conjunction with the other *Do No Harm* findings reports.[10]

This report aims to be a useful resource for DFAT staff and civil society organisations working to deliver formal-sector economic empowerment programming in Solomon Islands and PNG. It also provides the opportunity for those women who participated in the survey to reflect on the impact of employment and income generation on their own lives alongside the experiences of other women working in full or part-time employment.

1.2   Women's Economic Empowerment

The empowerment of women and girls, and particularly women's economic empowerment, is increasingly being embraced by donors and the international development sector as the most effective approach to addressing poverty and women's economic marginalisation. For example, the Australian Department of Foreign Affairs and Trade's (DFAT) Gender Equality and Women's Empowerment strategy has identified promoting women's economic empowerment as a strategic objective of the Australian development assistance program.[11]

In this context, where the importance of women's economic inclusion and empowerment is being acknowledged and acted upon by development actors in the Pacific, understanding the impact of economic inclusion and empowerment initiatives on women's lives is crucial. A growing body of literature examines the impact of economic activity on women and gender equality and demonstrates both positive and negative outcomes, including both increases and decreases in levels of violence experienced by women.[12]

> **BOX ONE: What do we mean by women's economic empowerment?**
>
> The *Do No Harm* research makes an important distinction between women's economic advancement and women's economic empowerment. Economic advancement refers to "women gaining increased income, access to employment and other activities that see their resources increased." For women's economic empowerment, the *Do No Harm* research uses the definition given in a recent Overseas Development Institute (ODI) report:
>
> > Women's economic empowerment is the process of achieving women's equal access to and control over economic resources, and ensuring they can use them to exert increased control over other areas of their lives.[13]
>
> In this way, women's economic empowerment requires economic advancement (women's access to resources) but it also requires an increase in women's power and agency.[14]

Formal sector employment

At a global level, participation in the formal economy has been widely viewed as an important vehicle for women's economic empowerment and promoting gender equality between women and men.[15] Access to and control over an independent income is integrally linked to women's ability to exercise control over other dimensions of their lives.[16] Employment can also provide women with benefits beyond income including increased confidence, access to new social networks, and new skills.[17]

However, women continue to face multiple barriers to participation and progress in the market economy.[18] These structural barriers, such as legal constraints[19] and social norms around gender roles and 'women's work,' contribute to occupational segregation, the de-valuing of women's economic contributions and women's disproportionate burden of unpaid care work.[20] Too often strategies to integrate women into formal employment fail to adequately address these social norms.[21] Approaches also frequently fail to address the dimensions of women's power and agency necessary for women's economic empowerment (see Box One above), such as an increase in women's control over their income and time, freedom from violence and influence in household decision-making.[22]

This sees women making up a high proportion of informal workers and, globally, women are only half as likely as men to have full-time wage jobs for an employer.[23] Women who are in formal employment are frequently concentrated in low paid, low quality and insecure employment, and under-represented in management positions.[24]

In the formal sector in PNG, men are almost twice as likely as women to work for wages and only one in eight persons with access to cash income is female.[25] Women working in the formal sector also tend to be concentrated in the public sector. In PNG, "[women] currently account for 38% of all public sector employees" including women working in public health services and teachers. However, women account for only 18% of all senior management appointments and 7% of all executive appointments.[26] Similarly, in Bougainville, the Autonomous Bougainville Government is the largest employer of women working in the formal sector, although women remain concentrated in clerical and administrative roles.[27]

In the Solomon Islands, a relatively small proportion of the population works in the formal sector as waged employees and men are much more likely to hold a wage job than women, particularly in the private sector. It is estimated women make up only about 25 percent of private sector employees and 36 percent of public sector employees.[28]

Formal employment and family violence

Women's participation in employment can impact on gender and power relationships in the family and, too often, women's economic participation comes at increased costs to women, including domestic and family violence and increased workload (balancing household labour in addition to income generation).[29] The broader development literature and the *Do No Harm* research findings in the Solomon Islands and PNG, highlight the importance of understanding the interconnectedness between women's access to economic resources and family violence.

Despite the relatively small proportion of women engaged in formal employment, the workplace is increasingly being recognised as "…a unique entry point to detect and respond to…[intimate partner] violence", and "workplaces are increasingly prominent sites for domestic violence prevention and intervention."[30] There is existing research and program work, in both Solomon Islands and PNG, focused on the impact of family and sexual violence on employees. For example, International Finance Corporation (IFC) is working with the Solomon Islands Chamber of Commerce and Industry (SICCI) to support 12 of the largest companies in addressing domestic and family violence as a workplace issue, including through a workshop series and the provision of consultancy and training services.

In 2014, IFC helped establish the PNG Business Coalition for Women (BCFW), a group of more than 60 leading companies working together to drive positive change for women and businesses in PNG. The Coalition provides businesses tools and resources to recruit, retain, and promote women. The BCFW, with technical and financial support from IFC, develops solutions for addressing the impact of violence at work including,

research on the impacts of family and sexual violence on employees and employers,[31] a workplace family and sexual violence policy (Model Policy), and training and consulting services for businesses to ensure effective implementation. It is hoped that the findings from this survey will be a useful resource for these programs and will encourage future research in this area.

It is also being increasingly acknowledged that intimate partner violence has an effect on the workplace and demands attention from employers.[32] In a survey conducted by the Business Coalition for Women in PNG[33] in 2014, 16 out of 17 businesses surveyed affirmed that family and sexual violence or other forms of violence against women affected their workplace.[34] A pilot study, conducted by ODI with three firms in PNG, made an assessment of the economic costs of gender-based violence to business. It concluded that GBV was endemic among company employees and that GBV impacts such as lateness, low productivity or unapproved absence may be very challenging to identify. Significantly, it identified that, on average, each staff member loses 11.1 days of work per year as a result of the impact of gender-based violence, costing employers anywhere between 2 and 9 percent of their total salary bills.[35] This study also found that the three most prevalent forms of GBV reported were physical assault, physical threats and financial deprivation and women reported 53 percent more incidents of GBV than men.[36]

1.3   Research Methodology

The *Do No Harm* research project is focussed on understanding the effects of women's economic empowerment activities on intra-household relationships as well as the relationship between women's economic empowerment and their experience of family violence. This report draws on the results of an online survey delivered in PNG and Solomon Islands, focusing on women in formal employment. It is intended to complement the *Do No Harm* in-depth, qualitative research study focusing on women in savings groups and informal income generating activities conducted in the provinces of Solomon Islands and PNG.[37]

The Women in Formal Employment survey was designed by SSGM and IWDA with three overarching aims:
- To document priorities and experiences of women, working in full or part-time formal employment to inform the *Do No Harm* research findings.
- To consider particular aspects of employment, such as work travel and promotion, and the impact of this on women's lives.
- To document women's individual experiences and contexts to inform current programming in Solomon Islands and PNG which is focussed on women's economic empowerment in the formal sector.

The survey targeted women working in full or part-time formal employment with an employer in Papua New Guinea and Solomon Islands. In total, 111 individuals responded to the survey; of these 109 women were in full-time employment and only 3 women were in part-time employment with an employer. The majority of respondents were in Papua New Guinea (92 respondents) and there were 16 respondents from Solomon Islands. Due to the small number of respondents from Solomon Islands, the quantitative analysis in this report will focus only on the PNG respondents. Where qualitative analysis has been undertaken, the Solomon Islands responses will be included. In addition to the 108 respondents from PNG and Solomon Islands, 3 respondents did not reside in PNG or Solomon Islands and their responses have been excluded from analysis.

This survey was designed as an online survey through Survey Monkey to be completed at an individual's own pace. The decision was made for the survey to be administered online due to the logistical limitations with paper-based surveys and the level of anonymity and confidentiality provided through an online format.

A copy of the survey can be found at *Annexure B*. The survey contained 81 questions with skips programmed to direct participants through relevant questions according to previous responses. The survey included questions on:
a. Demographics of participants
b. Marriage and intimate relationships
c. Roles and responsibilities in the household

d. Employment / household income

e. Household savings

f. Effects of employment on participant, family and relationships

g. Workplace safety and security.

The survey included a number of open-ended questions where participants could elaborate on their views and provide illustrative examples if desired.

A snowball sampling approach was applied using existing networks in PNG and Solomon Islands. This saw the survey disseminated via email through IWDA partner networks, SSGM networks, networks of Pacific Women Shaping Pacific Development, International Development organisations working in PNG and Solomon Islands and business coalition networks. An email template was provided for use in survey dissemination outlining the eligibility criteria, survey content and ethical considerations together with a letter introducing the research to employers. The survey results were analysed using the Survey Monkey tool by IWDA staff.

Participants were informed of the purpose of the study and the anonymous and confidential nature of the survey. It was highlighted that employers would not have access to survey responses and that participants were completely free to choose whether or not to take the survey.

1.4   Research limitations

Sample size and technology limitations

The online nature of the survey limited the sample, particularly within the Solomon Islands given internet accessibility issues. Steps were taken to attempt to mitigate the challenges in relation to online accessibility. For example, IWDA's partner organisation, WRAM, made a computer available in their office for completion of the survey and the survey was disseminated to various networks and forums including the Solomon Islands National Council of Women (SINCW), Vois Blo Mere Solomons(VBMS), the Family Support Centre (FSC), Development Services Exchange (DSE), Young Women's Parliamentary Group (YWPG), YWCASI, People with Disability Solomon Islands, Early Childhood Education Association and World Vision Solomon Islands. Nonetheless, the online survey method most certainly impacted the response rate and also the extent to which the survey was able to capture the experiences of diverse women including women with disabilities and women in remote locations.

Given the small sample size, particularly from Solomon Islands, it is not possible to draw representative findings from the data. However, the statistical evidence suggests interesting trends for further exploration and responses to open-ended questions provided by respondents (presented throughout this report) provide important information on the experiences of individual women - giving voice to perspectives and experiences of women in formal employment in PNG and Solomon Islands. These insights have been used to draw out a number of key themes to inform existing work and to suggest areas for further research. The findings are also situated within existing literature in relation to the experiences of women in full or part-time employment in Solomon Islands and PNG.

Challenges of collecting data on experiences of violence

Violence against women is a sensitive topic that can impact on the willingness of women to participate in research or to respond to specific questions in relation to experiences of violence. It can also affect the content of the information shared, particularly given traumatic memories of past events. Women who are living in a situation of violence may also be less likely to participate in a survey of this nature.

The online anonymous nature of this survey was designed to mitigate challenges such as a lack of privacy for research participants and the pressures associated with time limitations. It was also made clear to respondents that they should feel no obligation to complete any of the questions in the survey, with particular reference to the open-ended questions in relation to descriptions of experience. However, the combination of traumatic memories of past events and/or the culture of silence surrounding violence against women in both Solomon

Islands and Papua New Guinea (PNG) is likely to have impacted on the willingness of participants to share experiences of violence and the accuracy of prevalence data.

Analysis

Demographic details such as age, education levels and number of children are an important factor for understanding the intersectional issues that impact women's experiences in the formal workplace and the home. However, due to the small sample group for both the PNG and Solomon Islands survey, we have concerns that interpreting the results of the survey as they correlate to these demographic factors could result in individual respondents being identified.

To respect the anonymity of respondents, this report will provide an overview of the demographics of respondents, with a specific focus on the larger sample group of PNG, before presenting key findings in a separate chapter. Where we feel there is scope for further exploration in relation to demographic markers and how these may impact on priorities and experiences of women, accessing or working in full or part-time formal employment, we have identified the potential for further research.

CHAPTER TWO: DEMOGRAPHICS OF SURVEY RESPONDENTS

The survey targeted women working in full or part-time employment with an employer in Papua New Guinea and Solomon Islands. One hundred and eleven responses were received; of these 109 women were in full-time employment and only 3 women were in part-time employment with an employer. The majority of respondents were in Papua New Guinea (n=92).

This section provides an overview of the demographics of survey respondents in both PNG and Solomon Islands. Given the commitment to anonymity for those participating in the research, the small sample size in the Solomon Islands precludes detailed demographic information being provided. General details have been provided to provide context for the themes discussed in Section 3.

2.1   Employment status

92 women responded to the survey conducted in Papua New Guinea. Of these, 97.8% (n=90) were employed in a full-time capacity and 2.2% (n=2) in part-time employment. Almost 30.5% were employed by a private sector employer (n=29) and more than one in five respondents were employed by the PNG Government (n=24).

Figure 1: Employing organisation types (PNG)

EMPLOYER - ORGANISATION TYPES (PNG, N=92)

- Private sector organisation
- Papua New Guinea Government
- University/ research institution
- International/ Regional organisation
- Non-Government Organisation
- Other (including Australian Government, other State employers)
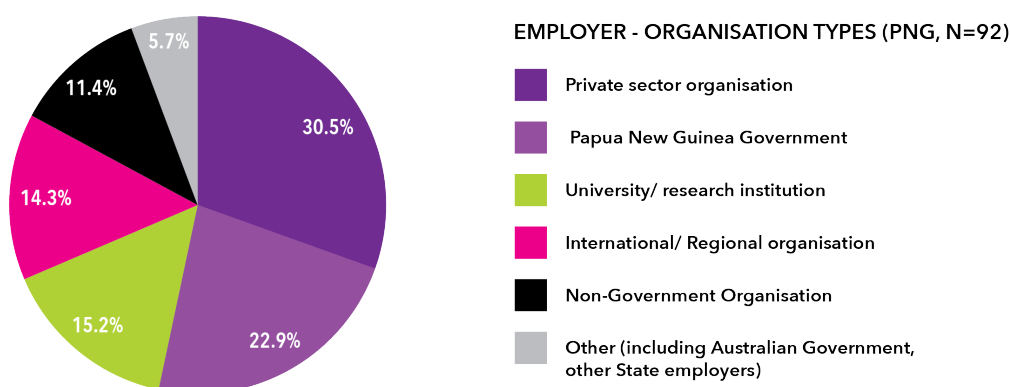
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 3

The overwhelming majority of respondents in the Solomon Islands worked full-time. Respondents in the Solomon Islands were drawn from the private, community and government sectors.

2.2   Geographic Location

Almost three-quarters of PNG respondents were based in Port Moresby (see Table One below). In comparison, only 46.7% of respondents had lived in Port Moresby as a child, suggesting that women are relocating to access employment opportunities.

Of the Solomon Islands respondents, over two-thirds of respondents were based in Honiara (n=11). Another 19% live in Guadalcanal Province (n=3) and 12% (n=2) in Malaita Province.[38]

Table One: Location where PNG respondents currently reside

PROVINCE	PERCENTAGE OF RESPONDENTS LIVING IN THIS LOCATION (N=92)
National Capital District - Port Moresby	73.9% (n=68)
Madang	12.0% (n=11)
Morobe	4.3% (n=4)
Central	3.3% (n=3)
Eastern Highlands	2.2% (n=2)
Autonomous Region of Bougainville	2.2% (n=2)
East New Britain	1.1% (n=1)
Sandaun (West Sepik)	1.1% (n=1)

Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 4

2.3   Age

In PNG the majority of respondents were aged between 20 and 39 years (see Figure 2) with only 1.1% of respondents aged over 60 years. Respondents in the Solomon Islands covered the age ranges of 20-29 years, 30-39 years, 40-49 years and over 60 years. There were no respondents in the 50-59 years age bracket.[39]

Figure 2: Age of Respondents (PNG)
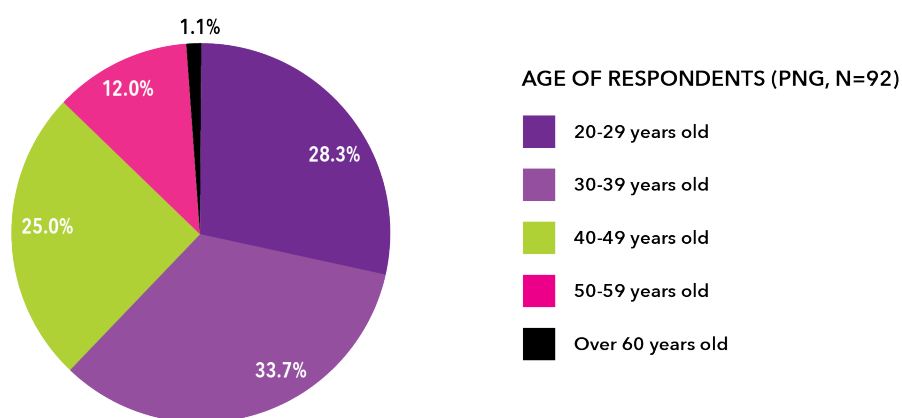
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 2

2.4   Education

More than 97% of respondents (n=105) across both Solomon Islands and PNG had attended school and 78.9% (n=82) had completed tertiary studies (higher education, university or college). In PNG 83% (n=73) completed tertiary studies in PNG (see Figure 3).

Figure 3: Highest Attained Education (PNG)

HIGHEST ATTAINED EDUCATION (PNG, N=88)

Category	%
Tertiary Studies	83.0%
Secondary School	8.0%
Technical/Vocational education and training	4.5%
Other	3.4%
Flexible, open and distancec education	2.3%
Primary School	1.1%
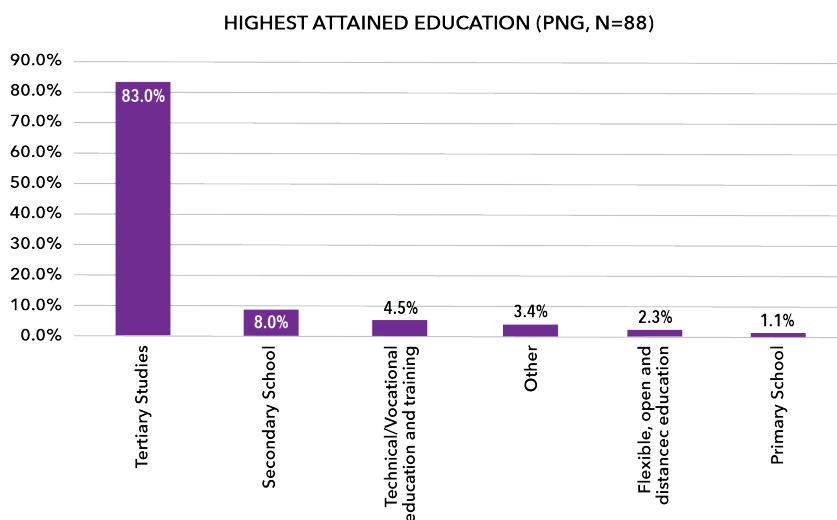
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 12 (respondents could select more than one response)

2.5   Family and household composition

Among PNG respondents, 69.6% (n=64) have children. Of the 64 women who indicated they have children, almost 30% (n=19) have one child, 23.4% (n=15) have 2 children, the remainder of respondents (n=30) indicated they have 3 or more children, with 3 women having 6 children.[40] In the Solomon Islands, the majority of respondents have children.[41] Notably, a high proportion of respondents have either no children or only one child.

Figure 4: Number of children per respondent (PNG)

NUMBER OF CHILDREN PER RESPONDENT (PNG, N=92)

Category	%
None	30.4%
1 Child	20.7%
2 Children	16.3%
3 Children	14.1%
4 Children	14.1%
5 Children	1.1%
6 Children	3.3%
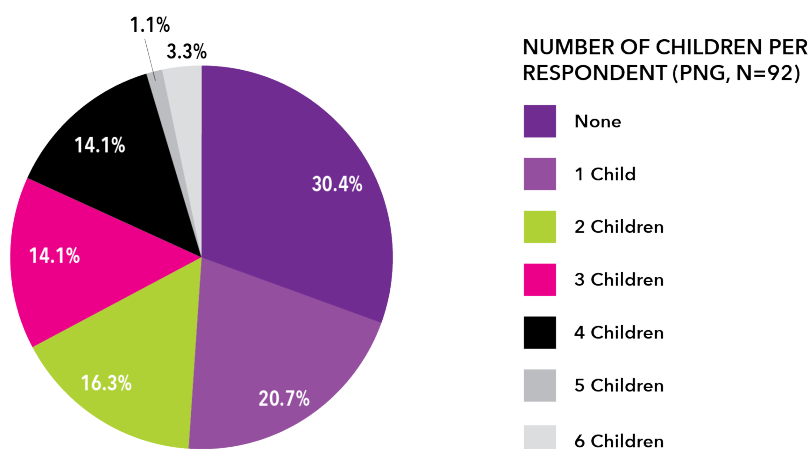
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 9 &10

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Out of the 91 women who responded to the question in relation to relationship status in PNG, almost 54.9% were currently or had previously been married (for the forms of these marriages, see Table Two below). Almost a quarter of respondents had never been married and just over 13.2% were living with a partner / boyfriend. A small proportion (12.5%) of the women indicated that their husband / partner had other wives / partners.

Figure 5: Marital/Relationship Status (PNG)
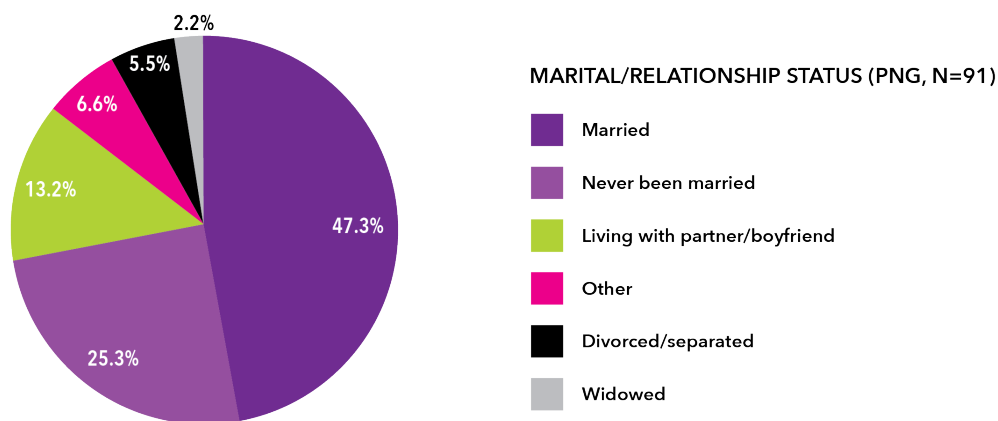
Of those women who had ever been married, over a quarter (26%) indicated that a bride price had been paid. The most common types of payment were cash, shell money, livestock, food or some combination thereof. Cash amounts ranged from around 14,000 to 160,000 PGK.

Table Two: Forms of marriage identified by ever-married women in PNG

FORM OF MARRIAGE	PERCENTAGE OF EVER-MARRIED WOMEN (N=50)
Church wedding	40% (n=20)
Legal marriage	32% (n=16)
Kastam (Custom) marriage	28% (14)
Other	12% (6)

In Solomon Islands, respondents had a range of relationship statuses and living arrangements, and some reported the use of bride price and polygamy.

Respondents were asked to identify, excluding children in their care, the current composition of their household. In PNG, the majority of women lived with a husband/partner/boyfriend (37.9%) or their parents or extended family (28.7%) and 17.2% of women lived alone (see Figure 6 below).

Figure 6: Household composition (PNG)

HOUSEHOLD COMPOSITION (PNG, N=87)

- Husbands/partners/boyfriends
- Their parents or extended family
- Alone
- Husband/partner/boyfriend and his family
- Husband/partner/boyfriend and woman's extended family
- Other
- With a friend/shared accommodation
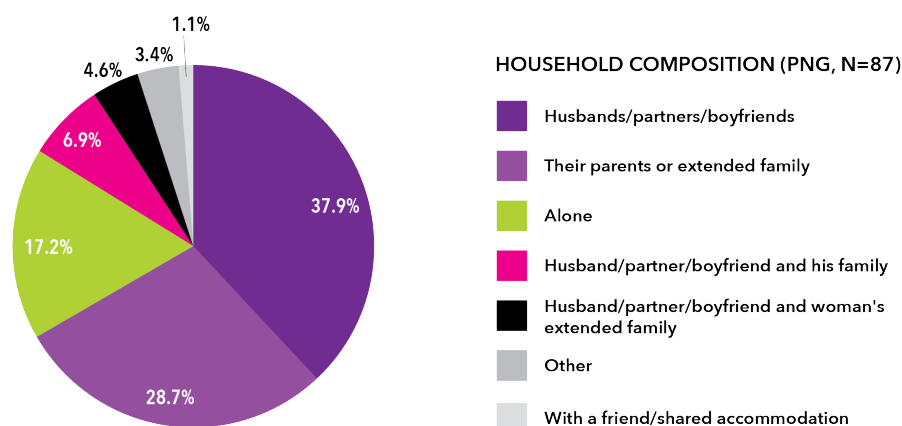
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 20

2.6   Discussion and Conclusion

This chapter highlighted a number of key demographic factors of respondents. The survey sought to focus specifically on women engaged in formal employment, to supplement the *Do No Harm* qualitative research previously conducted by Eves *et. al.* which primarily focused on women in informal employment. Consequently, there is a significant difference in the demographics of the survey respondents compared to the *Do No Harm* interview respondents.

Within PNG, almost all respondents worked full-time, with the majority working in the private sector or in the public service (government). Most of the Solomon Islands respondents were also full-time employees in private, community and government sectors. Of the 73.9% of respondents who live in Port Moresby, only 46.7% had lived there as a child. This reflects the concentration of formal employment opportunities in urban areas and the need for relocation to access these opportunities.

The age distribution of respondents ranged from 20 year olds to over 60 year olds. Within PNG, most respondents were between 20 to 39. There was overall a high education attainment level from respondents with a clear majority (83%) of PNG respondents having attained tertiary level education. This is important to note in terms of the representativeness of the survey sample, with the majority of respondents having a high level of education. It could also be indicative of a link between access to higher education and access to formal employment opportunities. However, further research would need to be conducted to substantiate this correlation, which is beyond the scope of this current paper.

More than two-thirds of respondents in PNG and most Solomon Islands respondents have children, however, it was noted that a high proportion of respondents have either no children or only one child. Just over half of PNG respondents were married or had been married in the past. Of them, about a quarter had paid bride price. This compares to 86% of PNG interview participants in the Eves *et. al.*'s *Do No Harm* research who had

paid bride price in their marriage. The customary practice of bride price reinforces male privilege over women as well as representing a major financial burden on households.[42] It is often used to justify a husband's authority over his wife and can also be used to legitimise intimate partner violence.[43]

The next chapter will present and discuss the key findings of the survey with relation to enabling and challenging factors of formal employment, the impact of formal employment on women's lives, and the impact different aspects of their work life – such as promotions and work travel – have on relationships and home life. The following section will not correlate findings to demographic factors as this may interfere with the anonymity and confidentiality of respondents. However, it will make recommendations throughout for further research to explore the correlation between different demographic data and the findings of this research.

CHAPTER THREE: FINDINGS

This chapter outlines some of the key findings from the survey which was conducted with women in full or part-time formal employment in PNG and the Solomon Islands. Given the small sample size in Solomon Islands, the focus of analysis is on data from the larger sample size in PNG. However, responses to open-ended questions in the survey provided by Solomon Islands respondents are referenced where they relate to identified themes and with the aim of giving voice to the perspectives and experiences of individual women.

3.1   Enabling factors and challenges faced by women in employment

The survey asked respondents to consider the factors which enabled or acted as barriers to their participation in full or part-time formal employment. These answers provide insight into the contexts in which survey respondents are engaging in formal employment including the non-economic barriers to economic equality and the environment which should be fostered to enable women's economic participation.

Respondents were asked about their reasons for commencing employment (more than one reason could be identified). Notably, 81.5% (n=53) of PNG respondents who answered this question reported that they started working as a result of personal interest in having a career, while some respondents identified the need to earn income to cover household expenses (40%, n= 26) or to contribute to kastam obligations (12.3%, n=8). A proportion (10.8%, n=7) of respondents reported other reasons including better schooling for children and to earn income after graduating from tertiary study.

Figure 7: Reasons for commencing employment (PNG)

REASONS FOR COMMENCING EMPOLYMENT (PNG, N=65)

Reason	Percentage
Income to cover household expenses	40.0%
Own personal intrest / career interest	81.5%
Other household members unable to provide an income	6.2%
Other	10.8%
Income to contribute to kastam obligations	12.3%
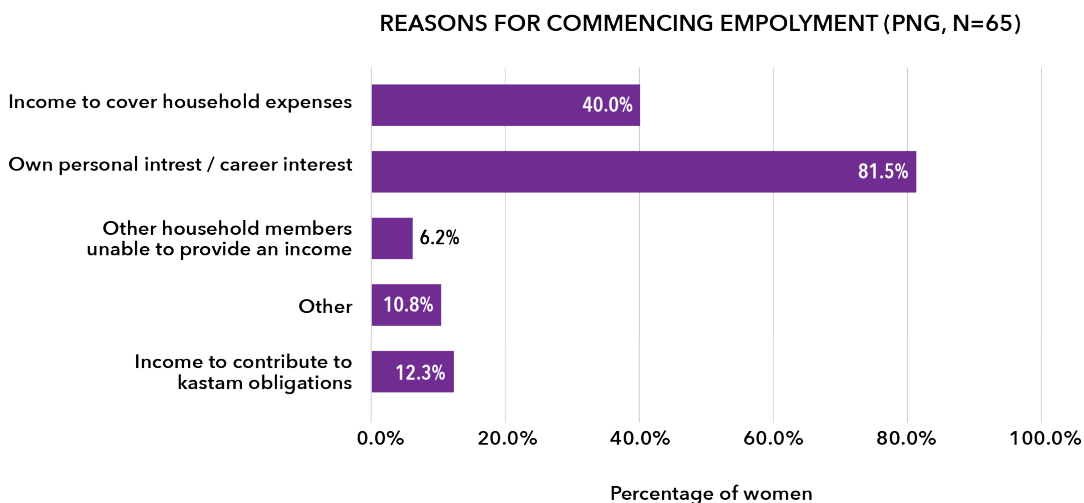
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 30

Almost two-thirds of PNG respondents chose to share information about factors that enabled them to work in a part or full-time capacity and challenges they faced meeting work commitments (see Figures 8 and 9 below – noting respondents could select more than one factor).

A majority of respondents identified support from family and friends (64.5%) and support from a male partner (59.7%) as important factors that enabled them to work in full or part-time formal employment. Assistance with household chores (56.5%) and childcare (46.8%) were also identified as important factors.

Almost half of all respondents (48.4%) selected access to good transport as a factor which made it possible to work. One in ten respondents also identified other enabling factors including education, being single, support from colleagues and the values and ethos of their employer.

Figure 8: Factors that make it possible to work (PNG)

FACTORS THAT MAKE IT POSSIBLE TO WORK (PNG, N=62)
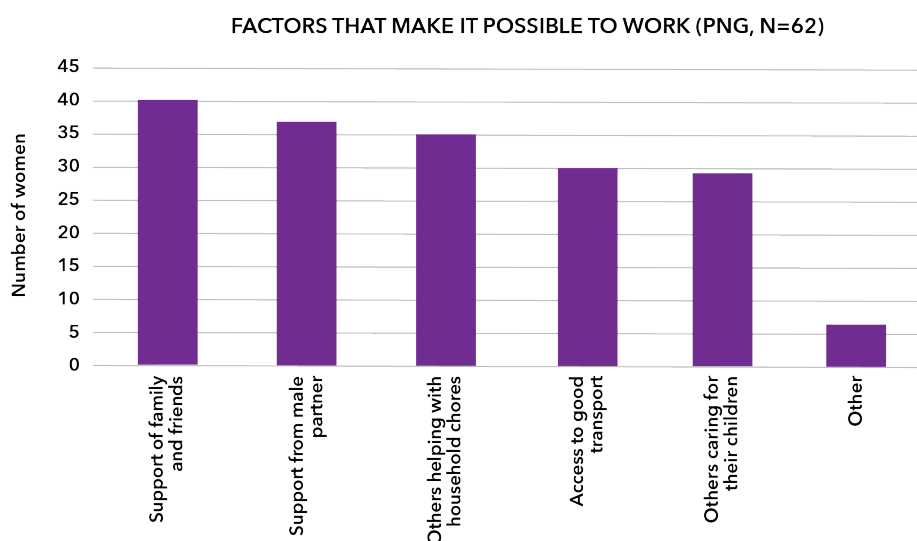
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 31

The most common challenge identified by respondents was balancing work and household responsibilities. However, 19 women who responded to this question reported that they did not face any challenges in meeting work commitments.

Long working hours were also reported as a challenge (22.6%) along with transport difficulties (17.7%). Fewer respondents (9.7% and 4.8% respectively) identified lack of childcare support and an unsupportive husband / partner as challenges. Falling into the 'other' category were a number of issues identified by individual respondents as challenges, which were affecting their ability to meet work commitments. These included personal security, a medical condition, caring for sick parents, balancing work and kastam / church obligations, travel for work putting pressure on husband to manage the household, lack of affordable accommodation, challenges in the work environment, and the impact of a partner's infidelity.

Figure 9: Factors that make it difficult to work (PNG)

FACTORS THAT MAKE IT DIFFICULT TO WORK (PNG, N=62)
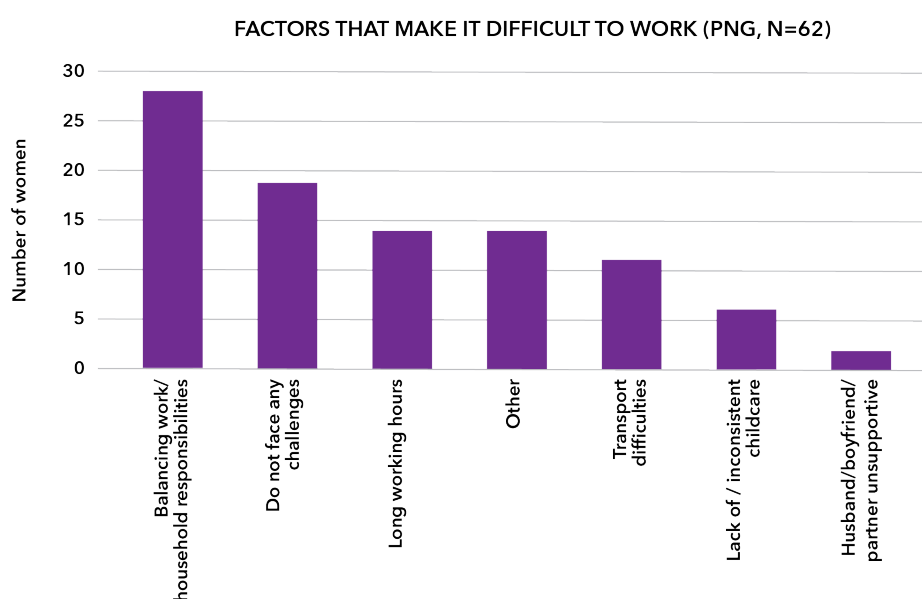
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 32

Discussion and Conclusions

This section explored the reasons why women engage in formal employment and the enabling and challenging factors to this employment. Of those who chose to respond to these questions, a clear majority chose to work because having a career was of personal interest to them. In addition to this, many respondents work to gain an income to support household expenses.

Respondents identified a number of factors that make it difficult for them to work, with almost a quarter of respondents identifying and providing 'other' issues that were not already listed in the survey. These individual responses demonstrate the importance of consultation with women to understand perspectives, priorities and experiences to inform economic empowerment approaches.

The most prominent challenge identified by respondents was balancing work and household responsibilities. This aligns with the response from more than half of the respondents that support from family, friends and male partners, and assistance with household chores were key enablers to work. This is also reflective of the findings from the *Do No Harm* research relating to informal work (PNG) and saving clubs (Solomon Islands) which demonstrated that women's increased involvement in community financial management and income generation has not necessarily led to a redistribution of caring work or other unpaid household and community responsibilities, leading to increased workload for women.[44]

Interestingly, a number of respondents reported no challenges to meeting their work commitments. This may be because these women were unmarried and without children or because the support provided by family, friends and male partners is adequate to enable women to meet work commitments. However, it may also be that activities, which are part of daily routine, such as balancing work and family commitments, are seen as normal rather than perceived as a challenge. This is an area where further research would be useful to assess the relationship between this finding and age, marital status and other relevant demographic factors.

3.2   The impact of employment on women's lives

Our culture is pre-dominantly a male culture but that is slowly changing as women are becoming the breadwinner. Women now are starting to have a voice into cultural issues even though we don't make the final decision. Women have a stronger sense of responsibility to provide for their children in particular and just power on, we are realising that financial independence is key, and hand in hand with that is the ability to educate our children well. Respondent, PNG Survey

The survey contained questions relating to the impact of employment on women's lives. Responses illustrated how access to and control over an independent income can enable women to exercise control over other dimensions of their lives. For example, many of the PNG survey respondents identified respect from family members as an important positive outcome of working. As one PNG respondent described,

Working has immensely improved respect from my family nuclear. Especially in a PNG society where being the last child in the family gives you no voice.

Having other family members reliant on women to provide for them was also viewed as a positive by some respondents because of the impact this had on gendered power dynamics:

My family are dependent on me to provide. It may seem negative but I am from a patrilineal society so women do not really have a say in decision making. So for them to look at me for direction is more of an advantage. Respondent, PNG Survey

Whenever there's a family gathering for marriage or death I was always included or notified to be involved as one of the elders/elite family [members]. Respondent, Solomon Islands survey.

This increased respect from family members was described as leading to increased participation in household decision-making:

I am a daughter and a younger sibling to two older brothers. My status has changed in that they ask for my opinion in family matters. Within the extended family, along with some of the cousin sisters in the same position as I, our opinion is valued. I have gained more respect within my society and my family. Respondent, PNG Survey

Respondents identified this participation in household decision-making, as an important impact of their employment, both in relation to how money is spent but also in relation to other household decisions.

My husband always discusses with me issues concerning our family and also on how to spend money for various activities or household needs. Respondent, PNG Survey

> *… my engagement in economic activity …[has] had a positive impact on my life especially earning me the respect from my family, friends and community and also allowing me to be in the decision making process. In the old days, women were not considered to be part of the decision making process so I see this as a very positive impact on my life.* Respondent, PNG Survey

Financial independence and the freedom to make choices was also a strong theme across the responses, particularly for women to be able to make decisions about their children's future and not to be reliant on a male partner. Respondents described how their economic independence also provided choice for their children including being able to attend school and to make choices about their own future:

My job has led to my parents being well taken care off. My daughter having the freedom of choice in all things in life. I no longer need a male in any form in my life…" Respondent, PNG Survey

Notably, one respondent in PNG suggested that financial independence afforded single women the opportunity to choose to support younger family members:

I am a single [woman] (never married) and am raising my 3 teenage siblings. I am doing this because I can afford it financially and mentally as well. I feel I am able to provide a positive environment for their positive development. I also want to ease my parents of their burdens. It's been a year and I am seeing the positive changes in their lives. The issues of single and independent women in PNG vary from women. I feel like there is a lot of young women like myself who are doing this in PNG... Respondent, PNG Survey

> *After 10 years of being a single mother, I have to date [been] able to finally attain a Diploma (wouldn't have attained it if I stayed in the abusive relationship), I am a Manager, travel frequently abroad and domestically, live in a rented property with my children, meet the school fees, my 2 older children are now in full-time employment. I am financially independent and own my own car too.* Respondent, PNG Survey

The material benefits of income generation such as being able to purchase a home, a car and to be able to travel were also recognised by survey respondents and associated with the increased respect from household members and the wider community.

I am able to afford travel, purchase a car, rent a decent little unit, socialize, and my family, relatives and friends respect me. Respondent, PNG Survey

Discussion and Conclusions

This section explored the positive impacts of formal employment on women's lives. Responses illustrated that earning an income can increase an individual woman's control over various dimensions of her life. This supports a broad range of existing studies and literature.[45]

Some respondents felt empowered by the way their employment has transformed the power and gender dynamics within their family. This has resulted in their increased decision making within the family.

In addition, a few respondents indicated that having an independent income has facilitated greater decision making about children's futures, independence from male family members and an increased sense of respect in their communities. There is more scope to explore the relationship between financial independence, age and marital status, to better understand how younger women and older women perceive their role and responsibilities within the family and their sense of agency as it relates to their financial independence.

Notably, in many of these descriptions of positive outcomes a clear link is evident between women's ability to earn an income and increased agency associated with control over how that income is spent or over other aspects of decision making. The next section will further explore women's decision making as it relates to household expenditure and savings.

3.3 Income and decision-making in relation to spending and saving

Source of Household and Personal Income

Survey respondents were asked to identify the main source of income for their households. Only two-thirds (n=65) of respondents in PNG chose to answer this question. Of these respondents, almost half reported that wages came from both themselves and their partners (47.7%, n=31) and 40% (n=26) responded that their wage was the main source of household income. The primary source of individual income was identified as working full-time (98.5%, n=64) and more than two-thirds of respondents had no other source of income. Additional sources of income identified by the remaining third of respondents included income earned by family members (17.9%, n=10), income from cash crops / marketing (7.1%, n=4), income received from remittances (3.6%, n=2) and income from inheritance (3.6%, n=2).

Figure 10: Household source of income (PNG)

HOUSEHOLD SOURCE OF INCOME (PNG, N=65)
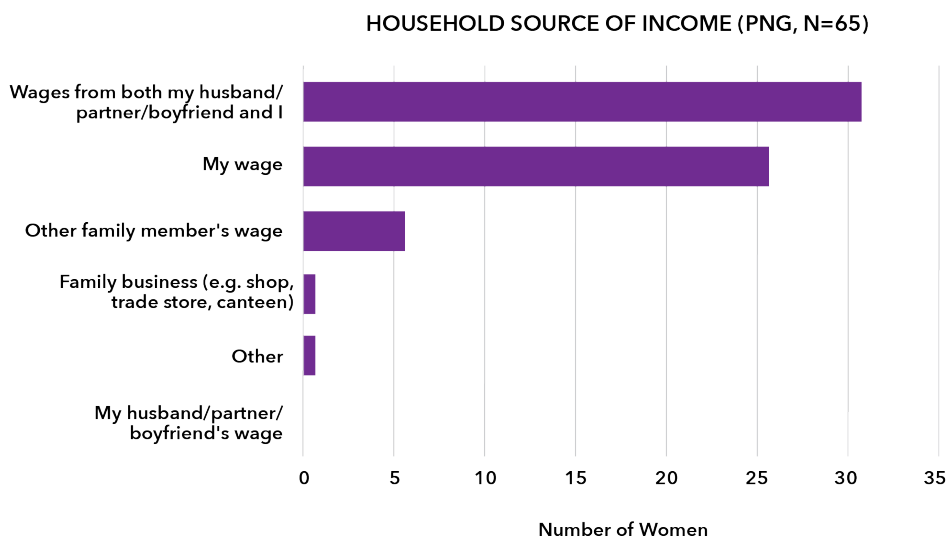
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 27

Decision making on how income is spent

Evidencing the importance of maintaining control over their income, the vast majority of women respondents (92.2%, n=59) have their salary paid into a bank account only they can access. Further, 90% of respondents (n=47) keep their income separate from other household income. The primary reasons given for keeping income separate were that it made managing money easier (31.5%, n=16), gave women independence (29.6%, n=15) and a sense of security (25.9%, n=13).

Figure 11: Why respondents keep income separate from household income (PNG)

WHY KEEP INCOME SEPERATE? (PNG, N=54)
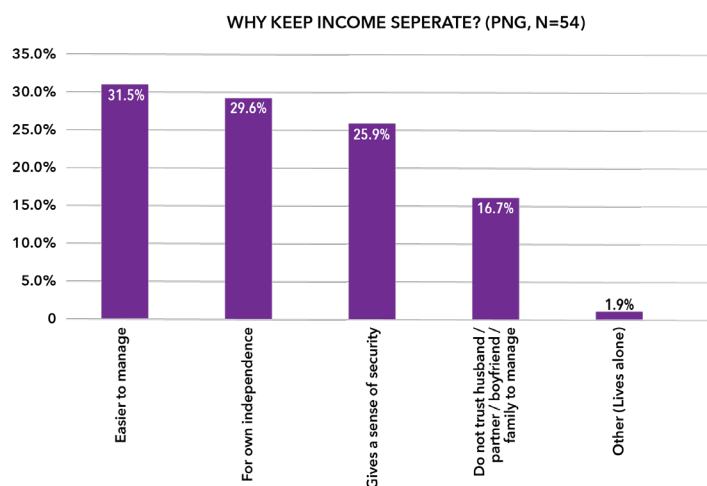
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 40

More than half of PNG respondents who answered this question (n=65) reported that they made decisions about how their income would be spent (56.9%). Another 29.2% responded that these decisions were made jointly with their husband/partner/boyfriend (see Figure 12)

Figure 12: Who makes decisions about how respondents' income is spent (PNG)

WHO MAKES DECISIONS ABOUT HOW RESPONDENTS' INCOME IS SPENT (PNG, N=65)

- Own decision
- Decisions made with partner / husband/ boyfriend
- Each make decisions about own income
- Decisions made with other family members
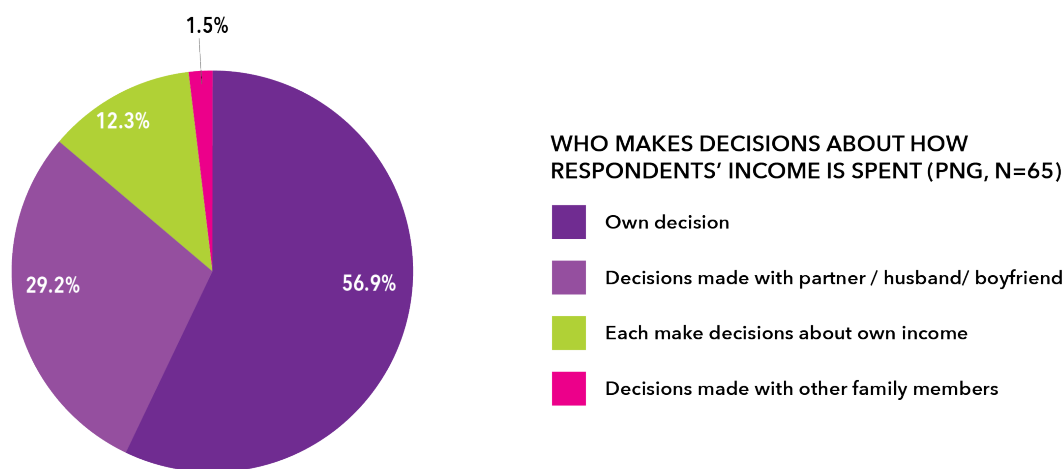
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 33

A similar trend was evidenced in relation to access to savings. More than three-quarters of PNG respondents (n=46) to questions in relation to savings said their families do currently save money. The vast majority (91.5%, n=43) of these respondents had access to family savings whereas only 25.5% (n=12) reported that their husband / partner or boyfriend has access. More than two-thirds of respondents kept their savings in a bank (n=34) while 14.3% kept savings in a savings and loans society and 6.1% invested in superannuation. Only 4.0% (n=2) of respondents kept their savings in a personal hiding spot.

Figure 13: Who has access to household savings? (PNG)

WHO HAS ACCESS TO HOUSEHOLD SAVINGS? (PNG, N=47)

Category	Percentage
I do	91.5%
My husband/partner/boyfriend	25.5%
Another Family member	4.3%
Other (parents)	2.1%
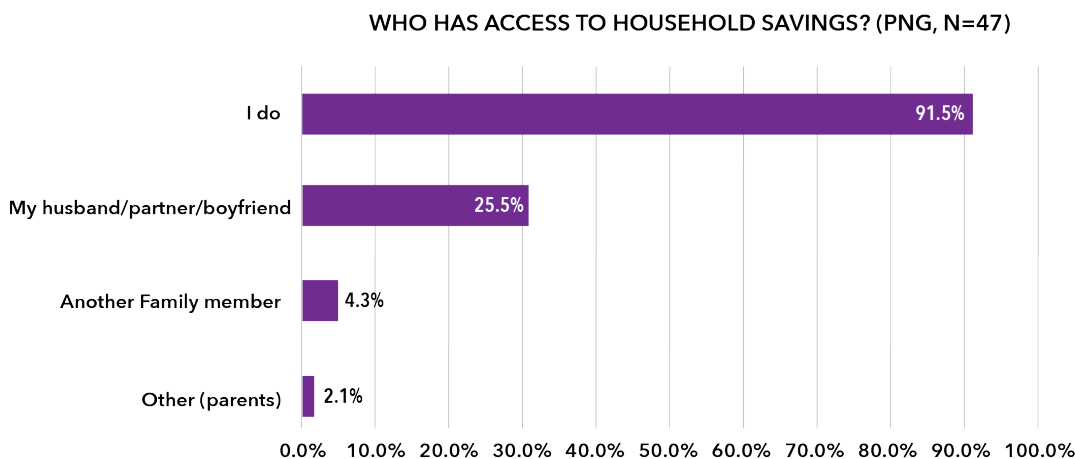
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 44 – Respondents could select multiple options

A number of reasons were identified for saving (see Figure 14). More than 80% of respondents to this question reported that they saved for unexpected circumstances and more than half identified saving as an investment for future income generation (54.2%) and children's schooling (52.5%). Saving for major purchases and household expenses (such as repairs) were also reported as popular reasons for saving. Reasons included within the 'other' category included saving for travel and to support their family.

Figure 14: Reasons for Saving (PNG)

REASONS FOR SAVING (PNG, N=59)

Reason	Percentage
For unexpected circumstances	81.4%
As an investment for future income generation	54.2%
For childrens schooling	52.5%
For major purchases	45.8%
For expenses related to a house	44.1%
For their studies	20.3%
Other	13.6%
For their husband/partner/boyfriend's studies	1.7%
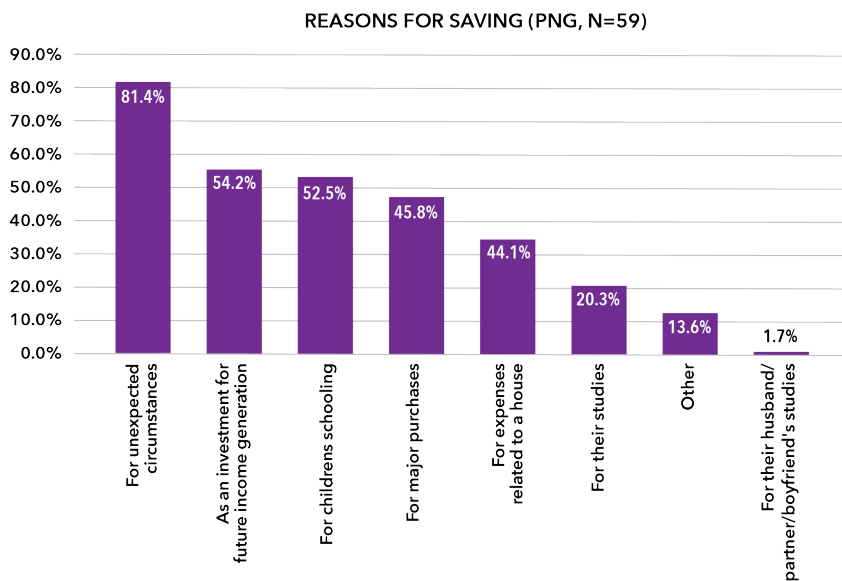
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 42 – Respondents could select multiple reasons

Women save money…and this helps minimise the risk because they have the power over the money saved. Solomon Islands respondent.

Respondents were asked about factors which enabled saving or which made it difficult to save. Notably, having information about savings options (60.9%, n=28) as well as having good access to a bank were identified by most respondents (50.0%, n=23) as helping them to save money. Family support, support from a husband or partner and workplace support were also selected as important enabling factors by almost a third of respondents (32.6%, n=15).

Figure 15: Enabling factors for Saving (PNG)

ENABLING FACTORS FOR SAVING (PNG, N=46)
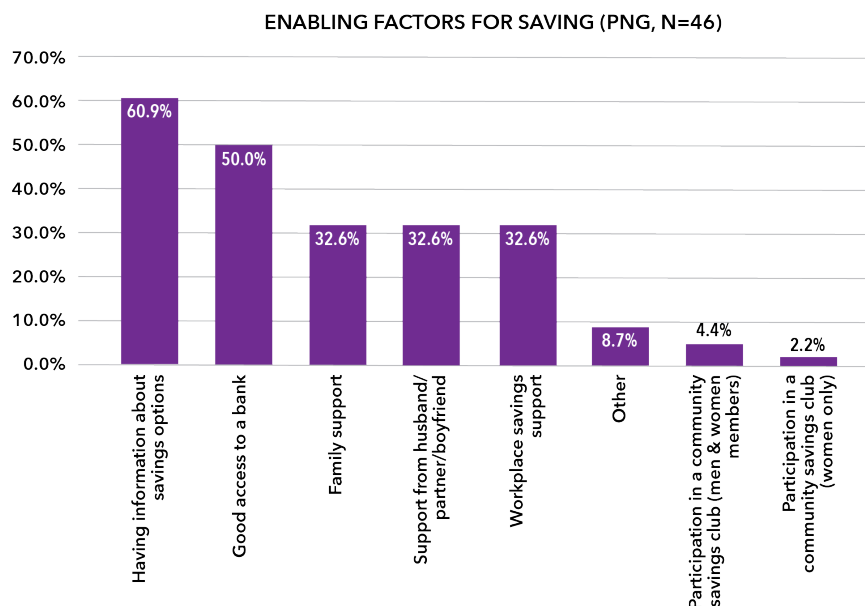
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 45 – Respondents could select more than one enabling factor

Increasing household expenses (79.4%, n=50) and financial obligations in relation to family (68.8%, n=44) and kastam (44.4%, n=28) were identified as key barriers to saving. The spending habits of husbands/partners or family members, as well as pressure from these groups to use money for other purposes, was also reported as making saving difficult (see Figure 16). No respondent indicated that there was nothing that made it hard to save money.

Figure 16: Constraining Factors for saving (PNG)

CONSTRAINING FACTORS FOR SAVING (PNG, N=63)

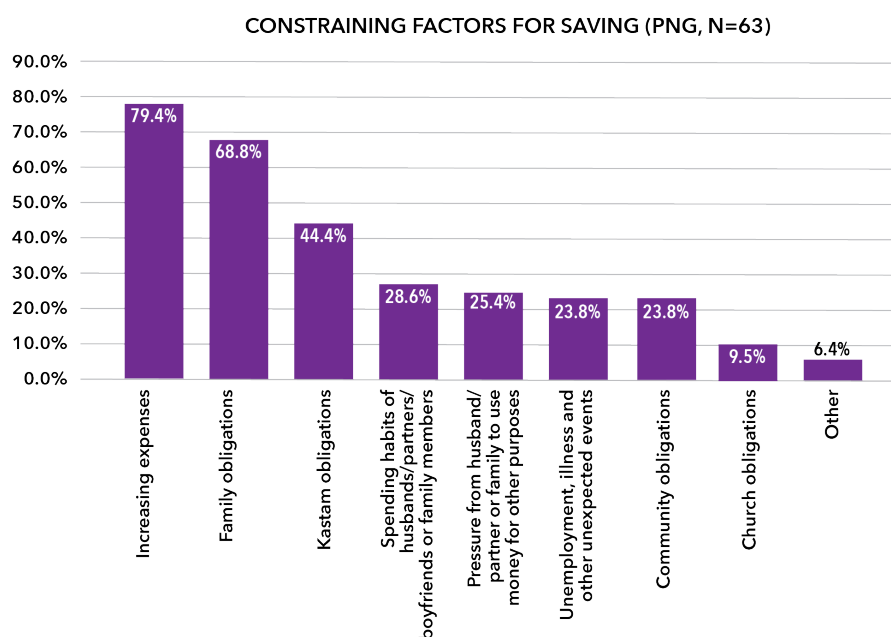*Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 46 - Respondents could select more than one response.*

Discussion and Conclusions

This section explored the source of respondent's household incomes, women's decision making over their income expenditure, and savings patterns of household incomes. Notably, the vast majority of respondents indicated that their household income was made up of only their income, or a combined income from them and a partner, indicating that respondents play a fundamental role in supporting their family through their income generation. A small portion of respondents also indicated that their household income was supplemented by another family member's wages, cash crops and marketing, remittances and/or inheritance.

The importance of having control over income was apparent in the way survey respondents indicated their salary was paid and accessed. A clear majority of respondents choose to keep their income separate from their partner's or family's income. Reasons for this varied, with some respondents feeling this facilitated easier management of money, increased their independence, and increased their sense of security. The vast majority of women respondents from PNG (92%) have their salary paid into a bank account only they can access and 90% of PNG respondents keep their income separate from other household income.

Most respondents indicated that they have family savings, which they have access to. Families save money for unexpected circumstances, future income investment, and children's schooling. Having information on savings, access to banking and family and work support assist in saving. However, all respondents indicated that there were challenges to saving including increasing household expenses, financial obligations from family, kastam, and pressure from family members to spend money in a certain way made it difficult to save.

The vast majority of respondents indicated that they had decision making power over how household income is spent. An additional 29.2% indicated that decision making power was shared between them and their partner. The *Do No Harm* fieldwork in Bougainville, which focused on women in informal employment, found that joint-decision making was seen as a marker of a good marriage and an ideal husband.[46] This was less evident in the PNG research, as shared decision making was not necessarily an indicator of increased respect and many women continued to experience violence when requesting increased support from their partners. It would be interesting for further research to explore whether the majority of women in formal employment who indicated that they had sole decision making power felt that it was representative of a 'good relationship' and whether or not they would prefer to have joint decision making power with their partner.

3.4   Household roles and responsibilities

Globally, studies on women's empowerment programming have identified a trend of economic empowerment increasing women's workload, as they bear a double burden of household responsibilities as well as income generation responsibilities.[47] The women in formal employment survey sought to explore how formal employment has impacted women's workloads.

More than one in five women who responded to the PNG survey question identified either having most of the responsibility for household chores or doing all of the household chores (See Figure 17). Another one in three indicated that they shared the responsibility for household tasks equally with other household members (31%). Only 13.8% responded that they shared the responsibility equally with a male partner.

Figure 17: Responsibility for household tasks (PNG)

WHO IS RESPONSIBLE FOR HOUSEWORK (PNG N=87)
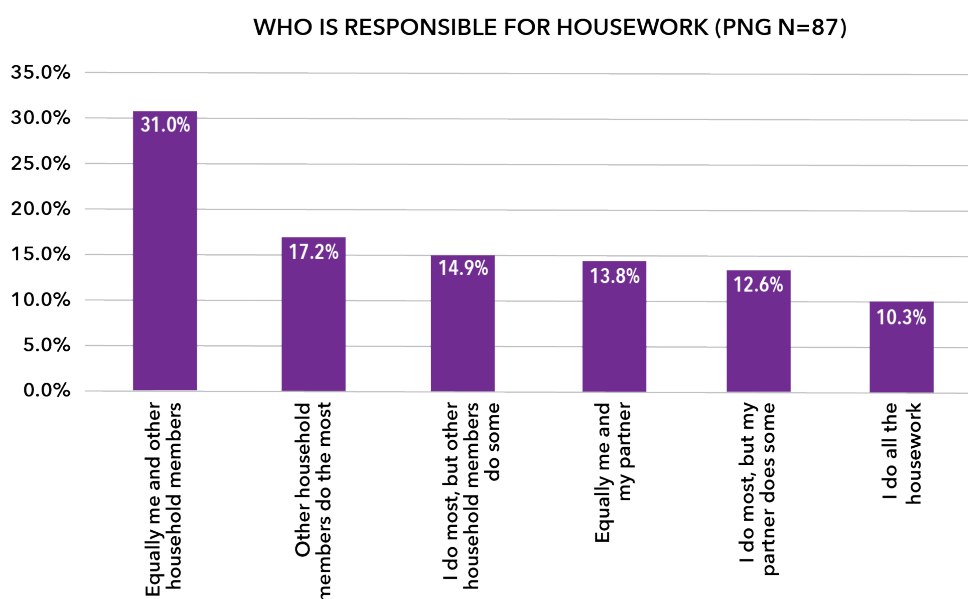
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 21

Some respondents recognised the unequal burden placed on women, who they feel need to work twice as hard as men to gain respect for the work they do. For example, as one woman described:

> *I see that as a woman in a country such as PNG, I have to work twice as hard to earn respect from my husband and his family. Working and providing equal financial responsibility in the household is not enough, I have to do household chores, take care of my child, clean up after my husband and all that while my husband comes home to rest and relax after work…* Respondent, PNG Survey

Some respondents indicated that tensions arose within their family when they were unable to meet expectations in relation to the performance of housework and care responsibilities alongside their formal employment. This tension was evidenced in survey responses, as one respondent in the Solomon Islands described:

> *My partner was not happy and continues to complain about me not performing my household responsibility even though we have a maid (Haus Gel) and nanny for our baby son who does all the household chores. I mostly cook only on weekends as that's the only time I am free and that doesn't go well with him. There are times I wish I could be a stay at home mum to be able to do all the domestic work but I had to work to be able to rent the house and provide for our son.* Respondent, Solomon Islands survey

Women were also asked to estimate the number of hours spent on household tasks per week. Twenty-eight percent (n=9) of women who answered this question estimated they spent between 1 and 5 hours on household tasks while 40.6% of women estimated that they spent 11 hours or more on household tasks per week.

Figure 18: Hours per week spent on household tasks (PNG)
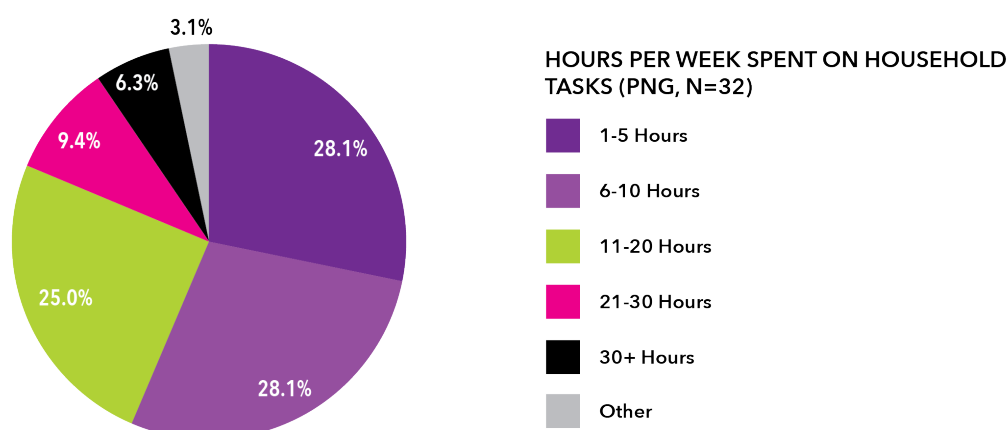
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 21

Forty-four women also indicated they were currently caring for children (64.7% of respondents to this question). Of these women, 62.8% were caring for 3 children or more (see Table Three).

Table Three: Percentage of women who indicated they were caring for children (PNG)

NUMBER OF CHILDREN CARED FOR	PERCENTAGE OF WOMEN WHO INDICATED THEY WERE CARING FOR CHILDREN (N=43)
1	25.6% (11)
2	11.6% (5)
3	32.6% (14)
4	11.6% (5)
5	7.0% (3)
6	4.7% (2)
7	2.3% (1)
8	4.6% (2)

Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 24

Noting that the majority of respondents are in full-time employment, 17.1% (n=7) reported that others in the household did most of the childcare and 12.2% (n=5) identified themselves as responsible for most of the childcare. One-third of women caring for children identified that this caring responsibility was shared equally with other household members (34.1%, n=14) and 29.3% (n=12) identified sharing this equally with a husband or male partner.

Figure 19: Who is responsible for childcare in the household (PNG)

WHO IS RESPONSIBLE FOR CHILDCARE (PNG, N=41)

- Equal me and other household members: 34.1%
- Equal me and my partner: 29.3%
- Other household members do most: 17.1%
- I do most, but my partner does some: 12.2%
- I solely look after the children: 4.9%
- I do most, but other household members do some: 2.4%
- My partner does most: 0.0%
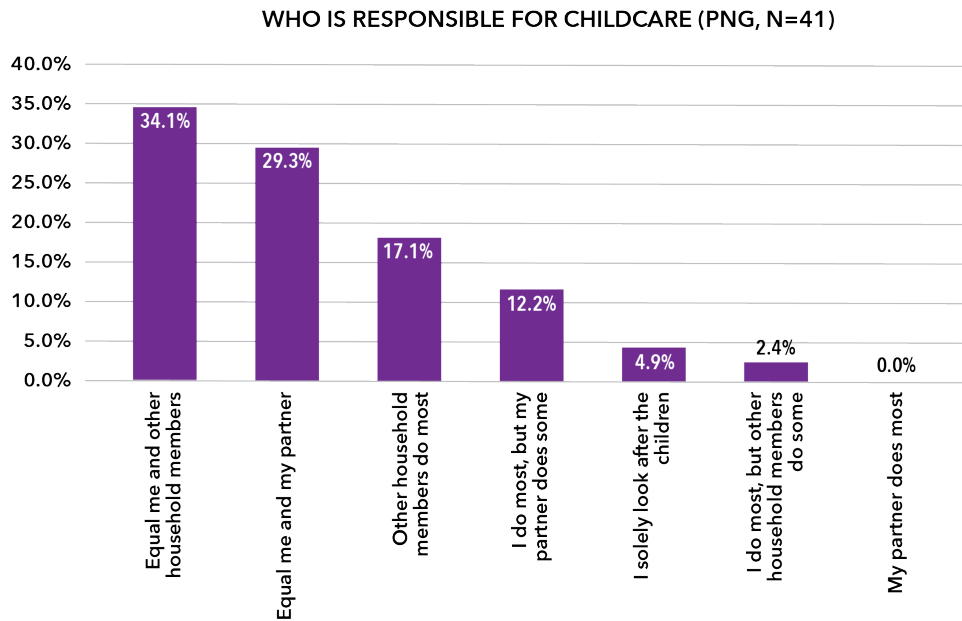
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 25

In assessing the workload associated with unpaid care, the time and energy associated with decision-making and organising caring-related tasks are often overlooked. However, this mental burden is frequently disproportionately borne by women. This is reflected in the survey results, with PNG respondents with children identifying themselves as primarily responsible for making decisions in relation to their children. The vast majority of female respondents to this question (n=41) identified themselves as being responsible for decisions about children's health (90.2%, n=37), children's education (87.8%, n=36), discipline of children (78%, n= 32) and decisions about delegation of chores (80.5%, n=33).

Figure 20: Primary decision maker for children's issues (PNG)

PRIMARY DECISION MAKER ON CHILDREN'S ISSUES (PNG, N=41)

- Health: 90.2%
- Education: 87.8%
- Chores: 80.5%
- Discipline: 78.0%
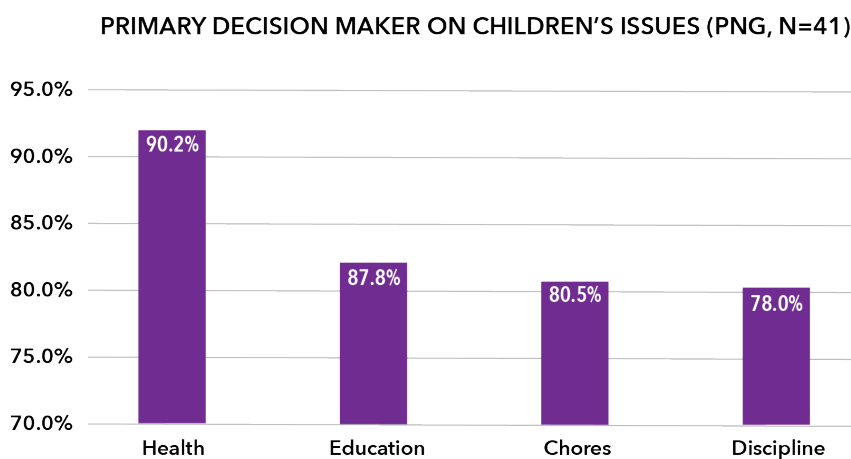
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 26 - Respondents could select more than one response.

Notably, a number of respondents from PNG highlighted that being a single never-married woman does not equate to having no family or caring responsibilities. Rather cultural expectations or personal circumstances can mean that single working women are responsible for caring for siblings or other children and/or financially supporting other family members. As one PNG respondent described,

Being a young, single, educated and working class woman, the biggest challenge I face comes from the expectations of my culture. People think I have less responsibilities because I am single. What people don't realise is that single young women who earn a living not only support themselves, they support their immediate family and the families of their siblings. They have greater responsibility placed on them, than their married male siblings.

Discussion and Conclusion

Existing global evidence demonstrates that, currently, men are not taking on greater responsibility for domestic work and unpaid care at the same rate at which women are increasing their workforce participation, which places a heavy burden on women in full or part-time employment.[48] Women continue to work longer hours per day than men when both paid work and unpaid work are taken into account, with employed women having longer working days on average than employed men, with a gender gap of 73 minutes per day in developing countries.[49]

This section explored the relationship between women's formal employment and their household responsibilities. Many respondents reported sharing the housework with partners and other family members. However, while 10.3% of respondents reported doing all of the housework themselves, and 4.9% reported doing all of the childcare, no respondent indicated that their partner bears this burden by themselves. Of the respondents who share the housework, the majority share it with family members other than their partner. This reinforces existing literature on women's economic participation which suggests that increased economic opportunities for women are not necessarily leading to an equal reallocation of labour within the household.[50]

The *Do No Harm* interviews and focus groups conducted in PNG, Bougainville and Solomon Islands revealed that even when women were bringing money into the household, they were rarely able to negotiate a reduction in other responsibilities such as unpaid domestic and caring responsibilities. The research clearly showed that whether women are able to negotiate a more equitable sharing of housework depends largely on gender norms in relation to the division of labour, demonstrating the importance of addressing discriminatory gender norms such as responsibility for unpaid care work as part of economic empowerment initiatives.[51]

Respondents to this survey similarly indicated a significant burden of domestic labour, as one respondent identified that women have to "work twice as hard" to earn respect from their family and peers by balancing formal employment and housework. In addition, 40.6% of respondents spent 11 or more hours a week on house work. However, existing research has demonstrated that estimates of hours spent doing domestic work may be affected by two factors. Firstly, people may have difficulty estimating the exact amount of time spent on unpaid domestic work and secondly, respondents may have different perceptions as to whether the activities they are undertaking are household tasks or another activity.[52] This can lead to under-reporting of hours spent on domestic work.

Noting that almost all respondents work full-time hours, this indicates that the additional unpaid work hours for women is likely to be substantial. In addition, the mental burden - the time and energy associated with decision-making and organising caring-related tasks - is frequently disproportionately borne by women. This is reflected in the survey results, with PNG respondents with children identifying themselves as primarily responsible for making decisions in relation to their children.

For many respondents, both childcare and house work was shared with other members of the family. These responses align with the discussion in section 3.1 on the enabling factors to employment, which found that support from family and friends and male partners is an important enabling factor for women in full-time employment, trying to balance work with caring responsibilities

As part of the broader *Do No Harm* interviews and focus groups in Solomon Islands and PNG revealed that domestic conflict can often arise when income activities are seen as impacting on women's domestic and childcare responsibilities.[53] The responses to the Women in Formal Employment Survey also indicated that this is a problem for women working in formal employment. One respondent cited that despite having a nanny and maid to complete most of the household work, her husband was still unhappy with her not doing the household work herself. This speaks to the importance of constructively challenging gender roles and expectations within the household and the community as part of economic empowerment initiatives. It also suggests the need for further research into the impact of out-sourcing domestic work on intra-household relationships and gendered expectations of a women's role in the household.

There was also indication that personal demographic factors such as being young and single can increase the social burden as they are expected to provide for and support their parents, siblings and sibling's families in lieu of their own family. This is an interesting contrast to the findings of section 3.3, where some respondents argued that having an income was empowering to them as it gave them the opportunity to provide for their family, subsequently raising their position and decision making power within the family. The nuanced differences in experiences for young single women and the impact their employment has on their own sense of empowerment and, in contrast, their sense of responsibility to family is an area in which further research could be conducted.

3.5   Spending priorities

Respondents were asked to rank a list of 13 priorities in terms of how their income was typically spent and how (if applicable) their husband / partner's income was typically spent. The top five priorities for PNG respondents are set out in Table Four below. Household expenses were identified as a spending priority for both women's own and their partner's income together with children's schooling expenses and payment of debt. However, women were more likely to prioritise saving their income as well as contributions to the Church. Church offering was ranked 10 out of 13 in relation to husband / partner's spending habits compared to fourth in relation to women's spending. Church offerings may include weekly donations and annual collections as well as collections for special church events.[54]

> *Struggling with our own household expenses I learnt that my husband was giving free handouts or money to other people while we had no food or fuel in our own home for ourselves and our child.* Respondent, PNG Survey

Spending on leisure and recreational activities was ranked 10 out of 13 for women whereas it ranked third for male partner's spending habits. Women also prioritised savings, ranked number 2 out of 13, compared to their partner, who ranked savings 7 out of 13.

Table Four: How income is typically spent (top 5 ranked priorities - PNG)

RANKING	HOW OWN INCOME IS SPENT (N=63)	HOW PARTNER / HUSBAND'S INCOME IS SPENT (N=39)
1	Household expenses	Household expenses
2	Savings	Children's schooling
3	Children's schooling	Leisure / recreation activities
4	Thithes / Church offering	Transport
5	Debt	Debt

Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 36 & 37

Discussion and Conclusions

This section examines respondent's priorities on how income is spent and respondent's perceptions of how their partner's income is spent. While there are overlaps in priorities for spending such as household expenses, children's schooling and payment of debt, there were also vast differences in priorities which are likely due to gendered expectations imposed on women.

For example, women listed thithes / church offerings among the top five priorities. In PNG, the 'wantok' system[55] leads to obligations, particularly on women, to contribute their income to support societal obligations. Such obligations[56] include bride price payments, compensation payments, funerals and ad hoc demands from 'wantoks.' The broader *Do No Harm* fieldwork in PNG and Solomon Islands similarly found that 'wantoks' unevenly burdened women, as women are socialised to not be assertive like men, and consequently to acquiesce to requests for money from churches and the community.[57] In Solomon Islands, this was found to create an internal conflict between the need to meet customary obligations and the desire to improve the living standards of the immediate family.[58]

In addition, respondents listed their partner's leisure / recreation activities within the top five priorities for expenditure of partner's income. This result reflects the findings of *Do No Harm* field research in Solomon Islands and PNG which revealed that women were more likely to prioritise their family in their spending habits than themselves.[59] This is also supported by other research on financial inclusion in the Pacific, which found that the normalisation of male entitlement and privilege in PNG leads to a high level of personal discretion by men as to the use of their own income as well as to appropriate income or savings of their wives.[60] This resource depleting behaviour, driven by intra-household gendered power dynamics, can often lead to conflict in the household and can also be a trigger for violence, as findings in the *Do No Harm* field research illustrates and as discussed in more detail below.[61]

3.6   Conflict and violence in the household

As previously acknowledged, violence against women is a sensitive topic that can impact on the willingness of women to participate in research or to respond to specific questions in relation to experiences of violence. It can also affect the content of the information shared and the accuracy of prevalence data. In the PNG survey, 59 women responded to a question in relation to whether they had experienced conflict with their husband, male partner or a male household member. Thirty-three women indicated there was or had been conflict, while the remainder of respondents answered in the negative. The following analysis is based on the sample of 33 women who indicated they had experienced conflict. Although this is a small sample, analysis of the quantitative data has been included to consider the extent to which these responses reflect findings from existing research in PNG and also indicate areas for further research.

The PNG respondents identified money and resources (58.3 %) and household responsibilities (50%) as the main subject of conflict within their household. Alcohol (44.4%), jealousy (36.1%) and relatives (33.3%) were identified as the next most common causes of conflict. When asked about how this conflict was resolved, 50% of respondents indicated through discussion, 16.7% through violence and 13.9% through avoiding or forgetting the conflict had occurred.

Figure 21: Causes of partner conflict (PNG)

WHAT THE CONFLICT IS ABOUT (PNG, N=36)
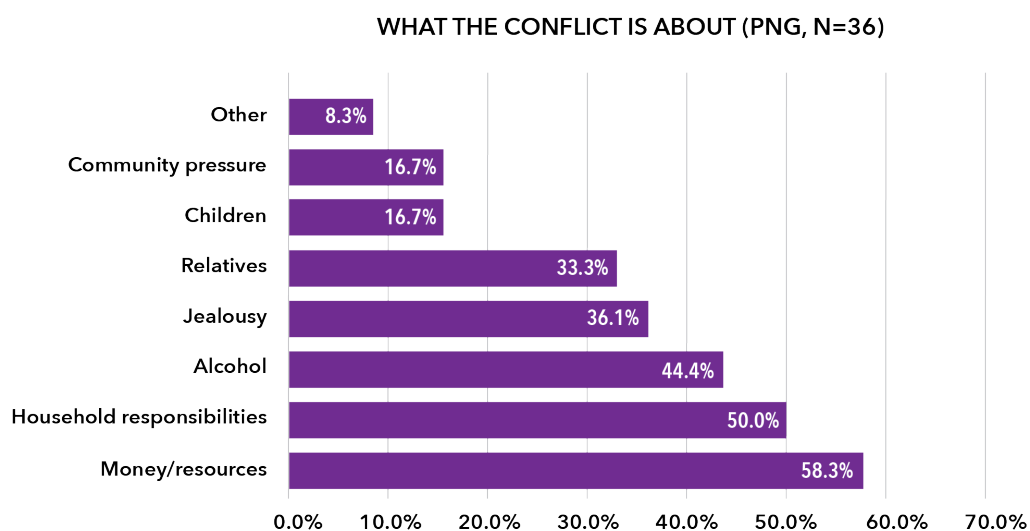
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 49

When asked about changes in partner conflict since starting paid work, 45.5% (n=15) of respondents identified there had been a reduction in conflict since starting work and 30.3% (n=10) indicated the amount of conflict had not changed. Close to a quarter (24.2%, n=8) indicated that conflict with their male partner or male household members had increased since they commenced employment (See Figure 21 below).

Figure 22: Changes in partner conflict since commencing paid work (PNG)

CHANGES IN THE AMOUNT OF CONFLICT SINCE STARTING PAID WORK (PNG, N=33)

- Conflict has reduced
- No change
- Conflict has increased
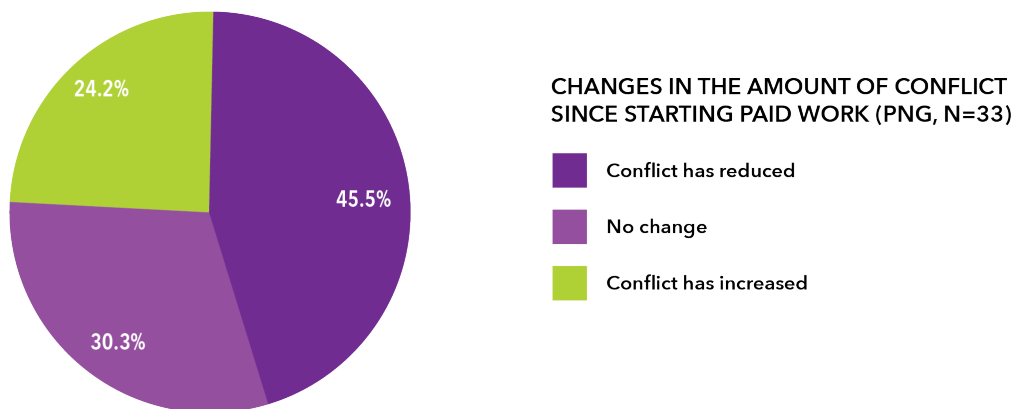
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 51

The 23 women who reported there had been a decrease in conflict frequency since starting work identified this as being due to a number of reasons including increased confidence to negotiate with and stand up to their partner (47.8%), not seeing each other as frequently (26.1%), increased respect from male partner (26.1%), and their increased earnings reducing conflict (21.7%). Nine women also identified additional reasons specific to their individual circumstances.

> *When we have an argument he gets so violent and throws things at me or even hit me, bash me up and says all kinds of words towards me.* Respondent, PNG Survey

Respondents were asked if any of the conflict referred to in earlier questions had led to violence. Out of the 32 women who answered this question, 65.6% (n=21) said that conflict had led to violence. This sample of 21 women was then directed to further questions in relation to experiences of violence including the perceived motivations for violence (see Figure 23 below). Forty-three percent of these women indicated that not doing what their male partner or family member wanted was a perceived motivation for violence. Other perceived triggers identified included: how income is spent (33.3%), arriving home late (28.6%) and work-related travel (28.6%).

Figure 23: Perceived triggers of partner violence (PNG)

PERCIEVED TRIGGERS OF PARTNER VIOLENCE (PNG, N=21)

Category	Percentage
Having less time for housework	14.3%
Other	28.9%
Their husband/partner/boyfriend is suspicious about where they are	28.6%
Work related travel	28.6%
Arrive home late after work	28.6%
How income is spent	33.3%
Not doing what their husband/partner/boyfriend/other family members wants	42.9%
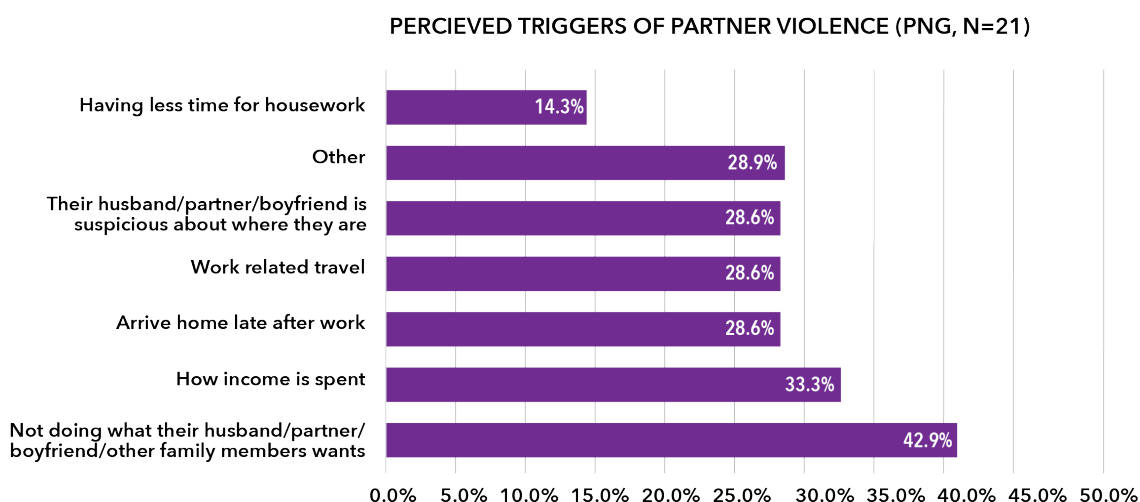
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 54 – respondents could select more than one response.

Twenty-four percent of the women indicated they had been injured as a result of violence and 19.1% that they were injured and required medical attention. Nineteen women chose to share specific details of incidents of violence through the survey. These are explored in more detail below.

BOX TWO: Incidents of conflict and violence described by respondents:

Coming home late:
At one instance, it was raining so hard, I waited at the office for the rain to stop. I called my husband to come pick me up but he said he was busy. I ended up arriving home late, at about 6:30pm, both my husband and his mother were waiting on the veranda to question why. We had an argument. Not one of them decided to hear my side of the story so I walked out on the argument and went to bed. Respondent, PNG Survey

How income is spent:
When my husband was alive, we were the breadwinners for our home. Then my husband died but the expectations from my family remained. When I refused to buy food, my family would become verbally abusive. This sometimes led to me almost being bashed up by my own brother. Respondent, PNG Survey
At the earliest days of our marriage, I was the only one working. When income money is not used for its purpose (by husband) I get angry with my husband. I argue with him. He will slap me and I chase him out of the house. Respondent, Solomon Islands Survey

He was pressuring me to give him money but I refused. Respondent, Solomon Islands Survey

Sexual demands:
Questions on the sexual relationship of couples need be asked. Cases of domestic violence too arise because of the women often being tired and worn out to pleasure the husband at night and this is when things turn sour and escalate. Respondent, PNG Survey

Attitudes to work:
Ex-husband is a senior government worker who did not want me to work full-time, but stay home and make children. Respondent, PNG Survey

Decision-making:
My husband told me that I want to be smart but he reminds me that he is the boss. Respondent, Solomon Islands survey

[Conflict happens] when I don't want my husband to control my decisions. Respondent, PNG Survey

Sometimes there are un-necessary demands which I refuse to entertain and as such people see it as disrespect and humiliation; results in arguments. Respondent, PNG Survey

Discussion and Conclusions

This section explored the relationship between women's employment and experiences of conflict and resulting violence. While a number of women chose not to respond to this question, of those who did respond, the majority indicated that conflict had reduced since starting work. Research has demonstrated that paid work can decrease conflict, by reducing the need for women to negotiate money from men in the household.[62] Responses to this survey both reinforce and expand on the existing research, as a number of respondents indicated that their increased income had reduced conflict within the household. However, other respondents also asserted that they had developed increased confidence to negotiate since starting employment, and that factors such as not seeing their partner as much and increased respect from their partner influenced the decrease in conflict within their household. Due to the relatively small number of respondents, this is an area which could benefit from further research.

The survey results also reflected the findings of the *Do No Harm* research more broadly, that increased economic opportunity for women can have both positive and negative outcomes including increases and decreases in the levels of violence.[63] Nearly a quarter of respondents to this question indicated that conflict had increased since starting formal employment. Increasing women's command over financial resources can expose women to domestic conflict and violence when it is perceived to threaten ideas of masculinity and established gender roles.[64] Almost two-thirds of respondents said that their conflict had led to violence in the past. Nearly a quarter stated that they had been injured as a result, and one in five respondents had been injured and required medical attention as a result of the violence. There were a number of perceived motivations for this violence, including women not doing what the partner wants them to do, working late or going on work related travel, disputes over income expenditure and not having time to complete housework.

These responses support the findings from the *Do No Harm* field research that when women bring income into the household (whether from formal or informal employment) they do not inevitably have greater power and agency over other areas of their life leading to less violence.[65] Thus, as discussed in detail in the *Do No Harm* research reports, women's economic empowerment programs must challenge the gender norms and practices in the context of marital relationships, and the power imbalances in the other dimensions of women's lives to achieve real change for women.[66]

3.7 Promotion

I believe my husband feels insecure that I earn more than him. Respondent, PNG Survey

The survey also included specific questions in relation to female employees who had been promoted to a management role(s) with their current or previous employer and the extent to which this increased responsibility at work had impacted on relationships in their household, including experiences of conflict.

Thirty-six respondents from PNG indicated they had been promoted to a management role by their current employer or by a previous employer. As set out in Figure 24, almost 61.8% (n=21) of these respondents said that the amount of conflict did not change in their relationship as a result of their promotion, while 20.6% (n=7) stated it increased and 17.6% (n=6) indicated that the amount of conflict decreased. Respondents who indicated rates of conflict had decreased attributed this to increased respect from their male partner (83.3%, n=5), increased confidence to negotiate (50%, n=3) and increased earnings (33.3%, n=2).

Figure 24: Relationship between work promotions and conflict (PNG)

CONFLICT AND PROMOTION (PNG, N=34)

- No change
- Conflict increased
- Conflict decreased

17.6%
20.6%
61.8%
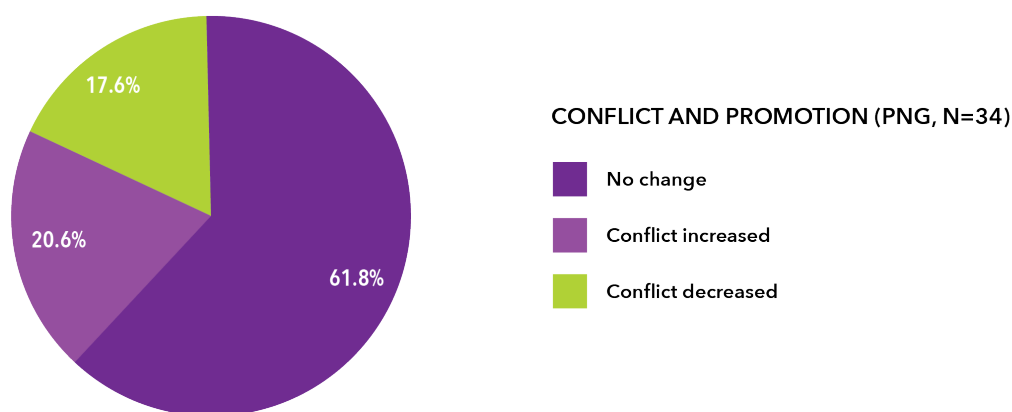
I had so many incidences and accusations by my husband as those times [working in a management role] of me cheating. He [re]sorted to violence in some cases. I had to leave the house and go stay with my relatives. I usually end up going back to the house because my children needed me. The last incident caused me to send him out of the house. I now live alone with my children and I am happy and financially independent. Respondent, PNG survey

Despite a lot of women like myself who are currently holding management posts in the Public Sector we still face violence at home from our partners even though we are the sole breadwinners of our household I think this is because we are more educated than our partners on the whole and they are insecure with regard to decision making in which they themselves cannot do for themselves. Respondent, Solomon Islands survey

The reasons given for increased conflict are set out in Figure 25 – working longer hours and having less time for household responsibilities were identified as the most common reasons for increased intra-household conflict as a result of promotion to a management role.

Figure 25: Reasons for increase in conflict (PNG)
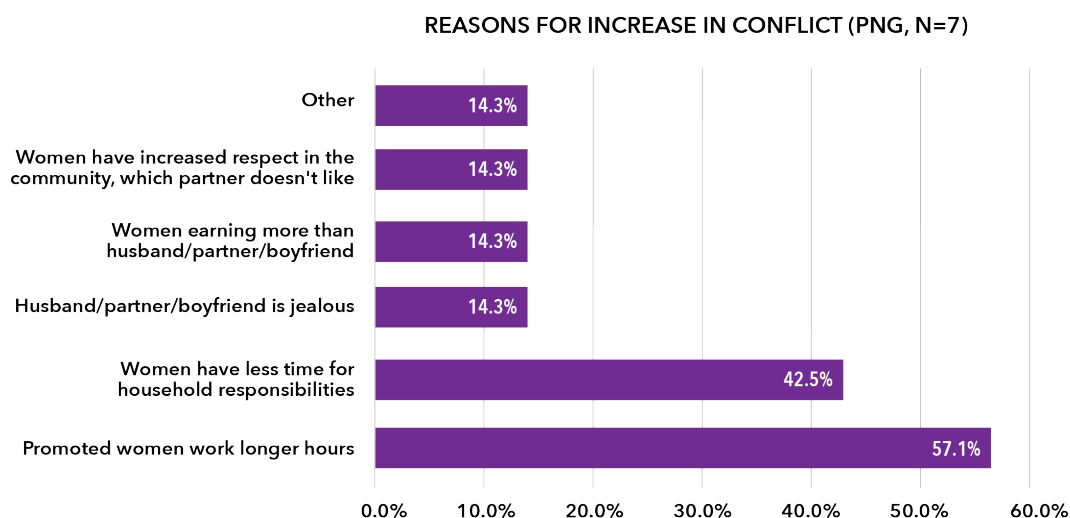
REASONS FOR INCREASE IN CONFLICT (PNG, N=7)

- Other — 14.3%
- Women have increased respect in the community, which partner doesn't like — 14.3%
- Women earning more than husband/partner/boyfriend — 14.3%
- Husband/partner/boyfriend is jealous — 14.3%
- Women have less time for household responsibilities — 42.5%
- Promoted women work longer hours — 57.1%

0.0%   10.0%   20.0%   30.0%   40.0%   50.0%   60.0%

Discussion and Conclusions

While many respondents felt that there had been no change in conflict when they were promoted, one in five women who had been promoted at some time in their career indicated that there had been an increase in conflict. The two main reasons for this increase included that they were working longer hours and that they had less time for household responsibilities. This is an area in which employers, through implementing gender friendly policies that enable flexible work hours and conditions, may be able to assist women to navigate competing demands. However, there has been very limited research on the impact of promotion on women's relationships in Solomon Islands and PNG. The findings of this section suggest that this is an area requiring further exploration.

3.8   Work Travel

I went on a duty travel and he called accusing me of having an affair. I just listened to him without talking back and the conversation ended peacefully. There is a time when to talk and not to talk. I have and continuing to build and develop a deep and close relationship with God and this has helped be build my confidence and I can confidently talk to my husband on issues e.g. money etc. Respondent, PNG Survey

Similarly to the previous section, the survey also sought to explore the impact of work travel on women's family relationships. Sixty-nine respondents from PNG answered questions in relation to work travel. Fifty-six percent (n=33) of these women travel for work, 18.6% (n=11) do not travel now but have previously travelled for work; and a quarter (n=15) do not travel for work.

Out of those women who currently or who have previously travelled for work, 81% (n=34) said that travelling for work has had no impact on their relationships and 1 respondent noted that conflict has decreased as a result of work travel. However, 16.7% of respondents (n=7) said that conflict in their relationships has increased because of work travel.

> *My work as an Analyst in an organisation and I was required to travel within PNG to collect data. My ex-husband's family would always challenge him why he was not travelling more than me. He would get upset with his employer for not allowing him to travel and put that pressure on me leading to violence.* Respondent, PNG Survey
>
> *I work for a company, which I go to work for 28 days and on that occasion, after 28 days of work I continue with 2 weeks of study, and I was away for almost 6 weeks, which results in jealousy and violence.* Respondent, PNG Survey

The increase in conflict as a result of work travel was attributed to a number of reasons. This included suspicion from a husband or boyfriend as to what they are doing while travelling. As respondents described:

I didn't answer my phone for 2 days and he had to fly over to where I was to find out what I was doing.
Respondent, Solomon Islands Survey

I got stabbed in my right shoulder upon returning from official duty travel due to jealousy.
Respondent, PNG Survey

Conflict was also identified as resulting from less time for household responsibilities and time away from the household for long periods of time as well as backlash against increased respect for women in the workplace/ community and women's greater earning capacity.

Figure 26: Reasons work travel has increase conflict (PNG)

WHY WORK TRAVEL HAS CAUSED INCREASE IN CONFLICT (PNG, N=8)

Category	Value
Earning more than their husbands	25.0%
Away from home for long periods of time	25.0%
Less time for household responsibilities	37.5%
Husband / partner suspicious of what they are doing while they are away	75.0%
Poor relationship generally	12.5%
Increased respect in workplace / community which husband does not like	12.5%
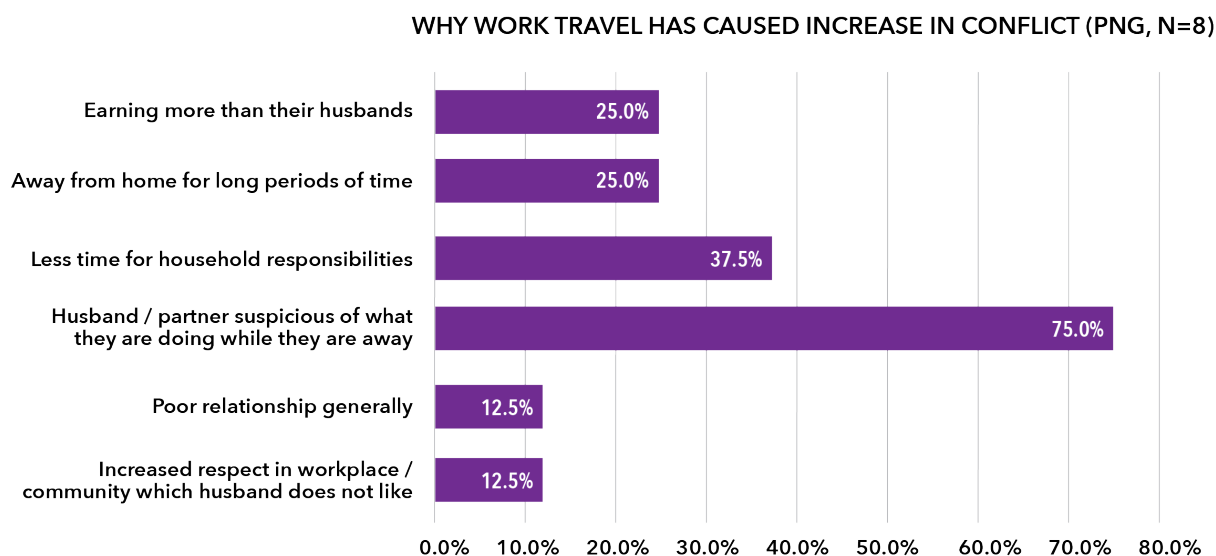
Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 74

One respondent also noted how being away and not being able to care for her children impacted her mentally:

When I travel and my children get sick, I do hurt a lot because I am more afraid my husband will not know what to do or console our children when they cry. I think self-guilt always gets in the way and I react if my husband doesn't call me because he is plain tired and doesn't have time for me. Sometimes, I think it's not healthy that I am the one doing the most traveling and coming home excited to see a stressed out small family who do not have the opportunity to see the world as I have. If I had more money, I would have taken them places to give them a treat. Respondent, PNG Survey

Discussion and Conclusions

For the majority of respondents, travel for work has had no impact on family relationships and conflict. However, 7 respondents did identify increased violence that resulted from their work-related travel. The main reasons were identified as partner suspicion or jealousy and less time for household responsibilities. One respondent asserted that conflict was a result of jealousy for her increased respect and position within the workplace and community.

Men typically travel considerably more than women and it is argued that the relationship between work-related travel and family obligations reflects structural factors such as a gender-segregated labour market and 'gender-typing' of travel as a predominantly male activity, all of which reflect traditional gender and family role expectations.[67] A review of evidence in 2006 suggested that in some instances work–family conflicts in relation to business travel are more stressful for women who travel than for male travellers, whereas other studies were not found to display any significant differences on the basis of gender.[68]

The findings from the *Women in Formal Employment Survey* suggest that work-related travel may threaten gender roles and ideas of masculinity to such an extent that it gives rise to back lash against some women required to travel for work. Given the small sample size of this survey, this requires further exploration in both the PNG and Solomon Islands contexts.

The findings of this section highlights the importance of working with men to challenge gender inequitable behaviour and norms both within the workplace and within the household, such as the gender expectations associated with work travel, as part of efforts to increase women's agency and power in the world of work. This is an area which would benefit from further research, particularly in relation to strategies which may assist in mitigating the risk of increased intimate partner violence for women required to travel for work such as engaging with male partners and communities to challenge discriminatory attitudes and behaviour in relation to work-related travel.

In addition, one respondent demonstrated that work travel can have an impact not just on intimate partner relationships, but also women's mental health. This is an area in which more research could be undertaken to better understand the ways work related travel impacts not just on relationships and family, but also on women themselves.

3.9   Strategies used by women to avoid or reduce violence

Respondents were also asked if they knew of any strategies used by women to reduce violence related to employment. Only 47 PNG respondents answered this question, but the answers provided suggest a number of themes in relation to strategies which women are adopting which demand further research. The majority of responses fell into three categories: women limiting their freedom of movement, voice and agency to minimise violent backlash from partners; women taking action to gain greater financial independence; and women leaving the relationship or seeking external help.

Strategy 1: Women restricting their speech and their behaviour such as limiting travel or work hours or allowing their husbands to control decisions such as how income is spent.

This strategy of avoiding conflict includes women limiting their freedom of movement, voice and agency to minimise violent backlash from husbands and male partners.

As the below responses demonstrate, economic advancement in the form of access to income or increased resources, without strategies to support women to control income and to address social norms which condone and perpetuate violence, will not result in empowerment for women.

Many women have to suffer in silence, because of the fear of getting belted, they just have to submit to their partners with whatever request is asked of them, and if they see that something is not right, they will not question but put up with it as they fear they may be belted if they question. So their freedom of speech is minimised, so is the risk of violence in their relationship. Respondent, PNG survey

I've seen women give all their money to their abusive husbands to minimize violence leaving themselves nothing to buy for the family. Respondent, PNG survey

Give their husband full access to [a] bank card, pay slips… Respondent, PNG survey

Women submit to their partners just by keeping quiet about it. They talk about it with other women in the offices/communities encourage each other and that was it. No action was taken to deal with the partners. Respondent, Solomon Islands

Some women do not voice their opinions in front of their husbands if it against his opinion. Some women have a shared bank account, in which the husband controls the account. Respondent, PNG survey

Women also reported on controlling behaviour, with one respondent noting behaviour changes:

Stopped socializing, ceased having mobile phones, come to work on time and go straight home after work. Respondent, PNG survey

These responses stress the importance of addressing social norms as a part of a process of empowering women. Without addressing these norms, women's professional employment may serve as a further restriction of their lives, as their partners exercise greater control over the lives, or women self-censor their behaviour to avoid conflict and violence.

Strategy 2: Women increasing their income generation or taking action to protect their income.

Some women noted the importance of strategies used by women to give them control over their own income, such as ways to earn additional independent income.

> *Some have ended up doing small informal businesses apart from working.* Respondent, PNG survey.

> *Women taking responsibility by coming out from violent situations and getting into informal sector economic empowerment supported by various business houses, women's micro banks, small scale lending…* Respondent, PNG survey

Others identified the importance of separate savings accounts:

> *Women save money…this helps minimise the risk because they have the power over the money saved.* Respondent, Solomon Islands survey

> *Save money in separate bank accounts or savings & loans societies that their partners/husbands are not aware of. In that way, they have easy access…in times of need. Plus they are the only signatories to these savings and there won't be any issues accessing these. They always indicate the main beneficiaries to these accounts as their children and executors of their trusts is not always all family members but friends and others outside to avoid potential conflicts with partner/husband or even partner/husbands family members.* Respondent, PNG survey

These responses highlight the importance of savings mechanisms for women as well as the way in which employers pay salaries to their employees. As discussed earlier in this report, the vast majority of women respondents (92%) have their salary paid into a bank account only they can access and 90% of respondents keep their income separate from other household income.

Strategy 3: Women leaving the relationship or seeking external support

Some women described responses to violence which involved women leaving violent relationships and seeking support from the police or other service providers.

> *Some women get help from service providers and get warning letters or restraining orders against their husband…* Respondent, Solomon Islands survey

> *Women have left their husbands, they have moved out of the house, they have gone to the police or male relative for protection, changed jobs, left their jobs.* Respondent, PNG Survey

> *Majority of the women (including myself) walked out of the abusive relationships, after unsuccessful court hearings where the perpetrators could not be brought to the courtrooms for our justice.* Respondent, PNG survey

The respondents who indicated that they had experienced violence were also asked whether they had accessed any support because of the violence (see Figure 27). Notably, 42.9% (n=9) had not accessed any of these avenues of support.

Figure 27: Support accessed by GBV survivors (PNG)

SUPPORT ACCESSED BY GBV SURVIVORS (PNG, N=21)

Category	Percentage
Chief/community leader	4.8%
A Safe House	4.8%
A Family Support Centre	9.5%
Family or friends	14.3%
Church	14.3%
Hospital/health centre	14.3%
Counselling Services	19.1%
Welfare Officer	19.1%
Police	28.6%
None of these	42.9%

Source: Do No Harm – Women in formal employment survey (PNG) 2016, Question 57

> *Been with my partner since 2004 met at the end of high school, did not experience any DV until 2011 when I confronted him about another female, he ended up hitting me. I took my kids to the village for the weekend and came back 3 days later and placed my report with the police. I was attended to by a female officer who was very helpful. I had to follow up a few times and eventually, the police did arrest him and he applied for bail. In the end, he just had to pay me K150 compensation for the incident.* Respondent, PNG Survey
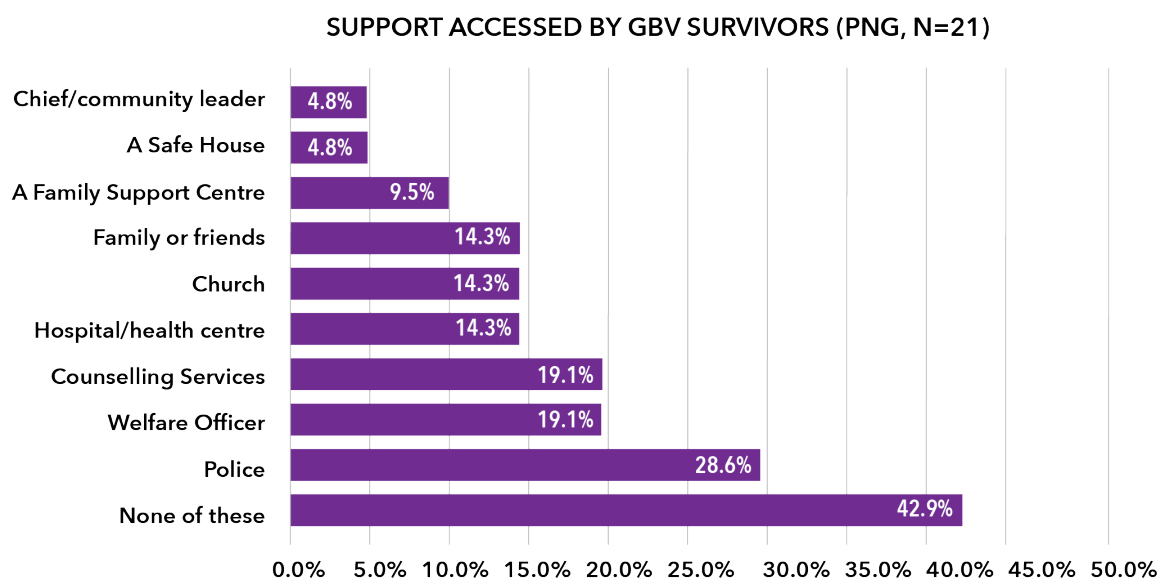>
> *Some women get help from service providers and get warning letters or restraining orders against their husband. While others keep quiet about their problems and isolate them from families and friends.* Respondent, Solomon Islands survey

Discussion and Conclusions

This section sought to better understand the strategies that women use to avoid conflict and/or violence within their families. This information can be used to better inform employers and women's economic empowerment programmers to target their programs to address issues of domestic violence in the workplace.

The first set of strategies identified in the findings of this survey largely involved partners seizing control over women's actions, and women's self-censorship to avoid violent repercussions of their actions. While these strategies may make it easier for women to continue their work, it places the onus on women to avoid violence rather than on perpetrators to change their behaviour. This illustrates, as evidenced by the broader *Do No Harm* field research, that programs which focus on income generation and formal employment opportunities for women without also addressing harmful social norms in relation to gender roles and violence against women, can have a negative impact on other dimensions of women's lives.[69]

The second strategy – increasing economic independence through increased income generation and control over finances – similarly requires a shift in societal norms to avoid negative outcomes for women. As discussed previously, increased economic independence may be viewed as threatening established gender roles or notions of masculinity which may result in attempts at increased control of women by their partners. The *Do No Harm* research conducted in Solomon Islands identified that the promotion of savings groups, combined with broader community learning about gender equality, can be an effective method to changing societal norms as a mechanism for promoting women's leadership in the wider community.[70]

The third strategy of seeking external support or leaving abusive relationships is complicated by the fact that in both, Solomon Islands and PNG there is a lack of formal support services, particularly in rural areas, which makes it difficult for women to seek help.[71] Of the 21 respondents to this question, 9 indicated that they had not accessed any of the support services listed. Reasons for not accessing support services were not explored in this section, however, these reasons can impact on appropriate responses and require investigation in each local community context. For example, if women are not accessing these services because of lack of access, appropriate responses may be vastly different than if women are not accessing these services because they are afraid of repercussions or backlash from their partner or community.

This underlines the importance of considering, as part of any economic empowerment programs, support services or referral mechanisms which are available for women who have experienced violence in the community and this should form part of assessment and mitigation of risk during the design and implementation of programs. It is also vital to work with organisations and networks in the community, including women's rights organisations, to improve the access, affordability and quality of support services for women survivors of violence.

3.10 Workplace Safety & Security

In the *Do No Harm* survey, respondents were asked if they felt safe in their workplace. 35.0% of PNG participants (n=33) chose not to answer this question. Eighty-four point eight percent of those who did respond (n=50) indicated they feel safe in their workplace. Nine women reported they did not feel safe. None of these 9 respondents chose to identify what made them feel unsafe in the workplace.

> *I guess I am quite fortunate that I have an employer who encourages gender equality and balance, and I am fully supported by my family in the various roles that I play at work, at home and in my community.* Respondent, PNG Survey

Discussion and Conclusions

This question sought to understand how safe women feel within their workplace. Given this survey was promoted in workplaces and disseminated by business networks, it must be recognised that the results may be slightly skewed as respondents may have feared, despite clear information on the confidential nature of the survey, that their employer would find out the results of their responses. This may also explain the non-response rate.

Of interest from the survey responses are the strategies, recommended by respondents, that employers could implement to make them feel safer at work. Significantly, many of the respondents that indicated they feel safe in the workplace also chose to answer the question to suggest ways their employer could make them feel safer.

The final chapter will consider each of these strategies, together with existing research and programs being implemented in relation to each.

CHAPTER FOUR: EMPLOYER STRATEGIES TO ADDRESS VIOLENCE AGAINST WOMEN IN THE WORKPLACE AND AT HOME

This chapter provides an assessment of strategies that can be implemented in workplaces and economic empowerment programming to make women safer at work and in their family relationships. It draws on a number of the strategies recommended by respondents, as well as the findings of the *Do No Harm* interviews and focus groups in PNG, Bougainville and Solomon Islands and other existing programs and literature.

Based on the recommendations made by respondents, four overarching strategies were identified to help women feel safe in the workplace. These are 1) training and policies; 2) providing support to women who experience violence; 3) provision of safe transport; and 4) challenging discriminatory gender norms.

4.1   Training and Policies

The most common strategy identified by PNG respondents to the survey question in relation to employer action to make them feel safer at work was training (37.3%), such as on workplace safety, family and sexual violence, sexual harassment & respectful professional relationships. More than 20% of PNG respondents to this question also identified the importance of having policies in the workplace that make clear expected behaviour. Similarly, introducing workplace policies and training were also identified as priority actions by the largest number of Solomon Islands' respondents.

Discussion and Conclusions

Training and workplace policies can have an important impact on women's experiences of violence both within the workplace and their experiences of violence in the home. There is a growing body of models and recommendations in relation to gender-based violence workplace policies. The PNG Business Coalition for Women, with support from IFC, has developed a model workplace policy on Family and Sexual Violence which can be adapted by employers. Training and assistance with implementation is also available for Coalition members.[72]

The Australian Council of Trade Unions has recommended a model domestic violence clause which includes domestic violence leave but also "safety planning, protection from adverse action or discrimination, training of key personnel and referral to domestic violence experts." All the conditions in this clause are identified as necessary to provide effective support.[73] Similarly, de Jonge notes that expanding access to flexible working arrangements such as a change in working hours or work location may be required in specific cases rather than access to leave.[74]

Any strategies and policies that are implemented in the workplace also need to consider the informal barriers to implementation such as workplace and community attitudes towards gender equality and gender roles. Alongside legislative and policy development, there must therefore be investment in workplace training of employees and management including awareness raising on workplace procedures and support for women to access justice.[75] It is also recommended that key components of workplace policies should extend to communication strategies, systematic training and link to referral services.[76] The ODI study into the costs to business of GBV in PNG also emphasised the need for training on GBV related issues for all staff including management and the important role employers can play reinforcing anti-violence messages.[77]

4.2   Providing support to women who experience violence

Thirty-two percent of PNG respondents indicated the employer has a role to play in providing support to women who experience intimate partner violence. Twenty-seven percent of PNG respondents stated that having a confidential means to report problems would increase feelings of safety and that the employer should provide information about support services (28.8%) and allow employees to access support during work hours (22%). PNG respondents who had been promoted also identified the provision of support and being able to access support services during work hours as responses which would assist in minimising the impact of their promotion on their relationships. Similarly, Solomon Islands respondents identified confidential processes for reporting and information about support services as important actions that employers could take to increase safety.

Discussion and Conclusions

These findings align with existing literature and broader studies which stress the importance of workplace support for women experiencing violence. The ODI research into the costs to business of GBV in PNG found that the assistance most frequently sought by employees included health support during business hours (35%), informal support (26%), counselling and complaint procedures at work (20%) and legal support (18%).[78] Uptake of services provided by firms appeared limited but it was suggested this was due to a lack of awareness by management of the existence of these services. This highlights the importance of raising awareness of the existence of this support in conjunction with the trainings and policies provided by workplaces.

Employers can play a valuable role coordinating and connecting staff and external support providers.[79] Research in PNG has suggested that businesses can assist survivors of violence to access support services by providing accurate information about support services in the relevant community and supplementing these services where possible. Practical ways to assist women to access support services are also important and could include providing safe transport for survivors of violence to travel to access services.[80]

There is a growing body of evidence in relation to workplace strategies which have been effective in addressing the impacts of family and sexual violence. A good practice review conducted as part of the FSV and the Workplace Strategies Project implemented in PNG,[81] concluded that accountability and respecting survivors' choices must be central to workplace strategy as well as consideration of cross-cutting priorities such as disability, language barriers and LGBTQ experiences and priorities. A range of practical responses were also identified which may be appropriate for implementation by PNG businesses (See Box Three below).

BOX THREE: Practical responses – addressing the impacts of FSV on the workplace[82]

Prior to implementation
- Baseline survey
- Multi-disciplinary teams.

Implementation
- Additional paid leave
- Confidentiality
- Safety planning including protection orders
- Referral to medical, legal and protective service providers
- Trained contact persons
- Flexible work arrangements
- Protection against adverse action and discrimination
- Financial support
- Policy to address supports and sanctions for perpetrators of FSV in the workplace.

Implementation support
- Workplace education including information provision to all employees, training of contact persons, and employee training on 'respectful relationships'
- Monitoring and evaluation
- Networking.

4.3   Provision of safe transport

Thirty-four percent of PNG respondents stated the provision of safe transport to and from the workplace would make them feel safer and Solomon Islands respondents also identified this as important.

The provision of safe transport may decrease risk for women on their journey home but also minimise the risk of violence arising as a result of jealousy from male partners. For example, as one respondent explained:

> *A couple of time when the public transport is not working, my colleague offer[ed] me a ride and if it is a male colleague, my partner would start accusing me of having affair with my colleague so as much as I can, I try to avoid being picked up by office colleagues.* Respondent, PNG Survey

Notably, transport provided by employers must be reliable and safe in order to have an impact on employee safety. As one PNG respondent described, the provision of unregulated transport may actually increase women's insecurity:

> *[My] current employer provides transport through an external supplier. However, [the] service supplier is also a PMV - providing PMV service to the public during normal hours but provides transport in the morning and afternoon for staff. The driver and crew do not bother much (or at all) about road rules, safety. Often we are asked to be dropped off at the main bus stop and walk home. I have arrived home at 6.50 pm (quite dark already) and [it] is not safe especially in the area I reside in.* Respondent, PNG Survey

Discussion and Conclusions

The weak law and order environment in PNG puts women at particular risk of harassment and assault in public and on public transport.[83] Programs such as ActionAid's Safe Cities for Women campaign and UN Women's Global Flagship Initiative, "Safe Cities and Safe Public Spaces,' have shone a spotlight on women's right to freedom of movement within urban spaces, including a gender responsive approach to public transport. This is not simply about ensuring women and men have exactly the same access to transport but grounding public transport provision in an assessment of the differences in needs and priorities of all public transport users.[84]

4.4   Challenging discriminatory gender norms

The findings from Chapter 3 have repeatedly stressed the need to challenge discriminatory gender norms to reduce violence towards women. A few respondents to the Women in Formal Employment Survey demonstrated recognition of their rights and a desire to challenge discriminatory behaviour, as stated by one respondent from PNG:

> *However, I am a strong-headed woman; I do my best and don't care about others judgement. I refuse to be pushed around if am just as educated as my husband and can put equal inputs on the table at the end of the day.* Respondent, PNG survey

Respondents identified a number of strategies which may address restrictive gender roles and create a more enabling environment for female employees in their workplace. For example, PNG Respondents identified increasing the number of women in management as a strategy that employers could adopt (17%) alongside establishing support mechanisms for female employees such as women's networks (15.3%).

Respondents who had been promoted within their workplace were asked what employers could do to minimise the impact of promotion on relationships. Some respondents (42.9%, n=3) suggested employers should promote more women into management. It was also suggested that employers could play a role engaging with male partners to increase support for their female partners' work.

Awareness-raising

Some respondents identified that the act of participating in research and surveys such as this Survey, helped to promote awareness in relation to economic violence and the impact of economic disempowerment on other

women's lives. In this sense, the research process itself can have a valuable impact on attitudes towards, and understandings of, economic empowerment for individual women. As one respondent noted:

> *It [this survey] really made me realise that there are actually women out there who may not have the freedom to own the money they make. I really believe that these women need help and support. I try to help a friend of mine who markets buai (betel nut) and smoke[s]. Her husband does not sit at the market and sell anything yet he gets to own the money and the profits. I feel this is unfair and I couldn't imagine myself being so helpless like that. If this research is going to help women, I believe it will greatly. We women have the right to own what we make and what we work hard for.* Respondent, PNG Survey

Discussion and conclusions

There has been increased recognition in the literature that women's economic empowerment programming requires not only building women's skills and capabilities but also requires the removal of constraints that impinge on women's agency and power.[85] This requires an approach that addresses discriminatory gender norms, within the household, the community and the workplace, alongside increasing women's participation in formal employment.

Employers have an important role to play supporting women in their workforce who are experiencing domestic and family violence. Alongside this, the workplace provides an opportunity for employers to implement and promote workplace policies, training, communications and diversity in the workforce as a mechanism for engaging employees to identify and transform the attitudes, beliefs and practices that lead to violence against women and girls.

The importance of representation of women in senior management positions and enabling support networks as a strategy for increasing this representation has been recognised elsewhere. For instance, research into women in the public service in Bougainville recommended that a program, potentially including a mentoring program between senior and junior women in the public service, is introduced to enable women to share experiences and strategies for navigating difficult work environments.[86]

The workplace also provides an entry point to engage with spouses and partners of female employees. In the ODI study on the cost of violence to businesses in PNG, several interviewees reported that increasing their spouses' understanding of their work and role in the workplace could defuse problems. This may include staff events where family members are invited.[87] This highlights the importance of engaging with men to challenge gender inequitable behaviour and norms. This was also identified as a key finding in the *Do No Harm* field research in both Solomon Islands and PNG.[88]

4.5   Transforming research into action: *Do No Harm* Guidance Notes

To complement the *Do No Harm* research projects, a series of *Guidance Notes* have been designed to transform research into practice through training modules which can be implemented at the community level. These modules are tools that can be used by Community-based organisations, Civil society organisations, International and non-governmental organisations, Government agencies and Development partners.

These tools have been designed to respond to the context within which many community level women's economic empowerment programs are being implemented, specifically noting that many organisations supporting programs to economically advance and empower women do not necessarily have experience directly addressing gender inequality or VAW.

Some of this work requires experienced staff to ensure that no further harm is caused to women and to ensure that male perpetrators are not inadvertently provided with 'tools' to further manipulate women victims / survivors of violence or judicial processes. Work to change attitudes and behaviours that cause gender inequality and VAW requires staff with advanced skills addressing VAW. This training does not aim to provide this advanced knowledge or skills but provides an introduction for organisations and individuals who are less experienced at integrating programming on gender equality and VAW into their work.

CONCLUSION

This paper sought to complement the broader *Do No Harm* research project in Solomon Islands and Papua New Guinea, which aimed to understand whether and in what ways economic inclusion and empowerment initiatives affect women's experience of violence. The findings of this paper have been drawn from responses to the *Women in Formal Employment Survey,* conducted in 2016, which attracted 111 respondents from PNG and Solomon Islands.

This report aims to be a useful resource for DFAT staff and civil society organisations working to deliver formal-sector economic empowerment programming in Solomon Islands and PNG. It is hoped that the findings from this survey will be a useful resource to inform economic empowerment programs and will encourage future research in this area. Through the inclusion of quotes from survey responses throughout, this report also aimed to give voice to the perspectives and experiences of women in formal employment in PNG and Solomon Islands. These individual responses demonstrate the importance of consultation with women to understand perspectives, priorities and experiences to inform all economic empowerment approaches.

This report first outlined the methodology and limitations of this survey before presenting and analysing the demographic details of the respondents. It then presented and discussed the key findings of the survey with relation to enabling and challenging factors of employment, the impact of employment on women's lives, and the impact different aspects of their work life – such as promotions and work travel – have on relationships and home life. Finally, it outlined a number of recommended strategies for employers and economic empowerment programmers to address GBV in the workplace and at home.

Barriers and enablers to employment

The most prominent challenge identified by respondents was balancing work and household responsibilities. This aligns with the response from more than half of the respondents that support from family, friends and male partners, and assistance with household chores were key enablers to work. This is also reflective of the findings from the *Do No Harm* research relating to informal work (PNG) and saving clubs (Solomon Islands) which demonstrated that women's increased involvement in community financial management and income generation has not necessarily led to a redistribution of caring work or other unpaid household and community responsibilities, leading to increased workload for women.[89]

Control over income and savings

Respondents indicated that they play a fundamental role in supporting their family through their income generation. Many respondents also reported having decision making power either by themselves or collectively with their partner. The benefits of women's income generation has been explored extensively in existing literature and this was likewise identified by a number of respondents who felt empowered by the way their employment has transformed the power and gender dynamics within their family, resulting in their increased decision making within the family. While there were some similarities between how women spend their income compared to how they perceive their partners spending priorities, there were also some marked differences, including that women felt their partners spend more money on leisure. Respondents also indicated that having an independent income has facilitated greater decision making about children's futures, increased independence from male family members and an increased sense of respect in their communities. Notably, in many of these descriptions of positive outcomes a clear link is evident between women's ability to earn an income and increased agency associated with control over how that income is spent or over other aspects of decision making.

Many respondents' families have savings which they prioritise for unexpected circumstances, future income investment, and children's schooling. They identified that having information on savings, access to banking and family and work support assist in saving. However, all respondents indicated that there were challenges to saving including increasing household expenses, financial obligations from family, kastam, and pressure from family members to spend money in a certain way.

Conflict and Violence

The broader *Do No Harm* interviews and focus groups in Solomon Islands and PNG revealed that domestic conflict can often arise when income activities are seen as impacting on women's domestic and childcare responsibilities. One respondent to the *Women in Formal Employment Survey* also indicated that this is a problem, indicating that despite having a nanny and maid to complete most of the household work, her husband was still unhappy with her not doing the household work herself. This speaks to the importance of constructively challenging gender roles and expectations within the household and the community as part of economic empowerment initiatives.

The survey results reflected the findings of the *Do No Harm* research more broadly, that increased economic opportunity for women can have both positive and negative outcomes including increases and decreases in the levels of violence.[91] A majority of respondents indicated that conflict had reduced since starting work due to increased income, increased confidence to negotiate, not seeing their partner as much, and increased respect from their partner. However, nearly a quarter of respondents to this question indicated that conflict had increased since starting formal employment due to women not doing what the partner wants them to do, working late or going on work related travel, disputes over income expenditure and not having time to complete housework. This is an area in which employers, through implementing gender friendly policies that enable flexible work hours and conditions, may be able to assist women to navigate competing demands.

Further, these responses suggest that when women bring income into the household they do not inevitably have greater power and agency over other areas of their life leading to less violence.[92] Thus, as discussed in detail in the *Do No Harm* research reports, women's economic empowerment programs must challenge the gender norms and practices in the context of marital relationships, and the power imbalances in the other dimensions of women's lives to achieve real change for women.[93]

Seven respondents identified increased violence that resulted from their work related travel. The main reasons were identified as partner suspicion or jealousy and less time for household responsibilities. One respondent asserted that conflict was a result of jealousy for her increased respect and position within the workplace and community. Men typically travel considerably more than women and it is argued that the relationship between work-related travel and family obligations reflects structural factors such as a gender-segregated labour market and 'gender-typing' of travel as a predominantly male activity, all of which reflect traditional gender and family role expectations.[94] This highlights the importance of working with men to challenge gender inequitable behaviour and norms both within the workplace and within the household, such as the gender expectations associated with work travel, as part of efforts to increase women's agency and power in the world of work.

Strategies to deal with conflict and violence

Women's own strategies:

Three key strategies were outlined by respondents to manage conflict and violence, including women's self-censorship to avoid violence, increasing economic independence, and seeking external support or leaving abusive relationships. While strategies of avoidance may make it easier for women to continue their work, it places the responsibility on women to avoid violence rather than on perpetrators to change their behaviour. Strategies for increasing economic independence through increased income generation and controlling finances require a shift in societal norms to avoid negative outcomes for women. The *Do No Harm* research conducted in Solomon Islands identified that the promotion of savings groups, combined with broader community learning about gender equality, can be an effective method to changing societal norms as a mechanism for promoting women's leadership in the wider community.[95]

The third strategy of seeking external support or leaving abusive relationships is complicated by the fact that in both, Solomon Islands and PNG there is a lack of formal support services, particularly in rural areas, which makes it difficult for women to seek help.[96] This underlies the importance of considering, as part of any economic empowerment programs, support services or referral mechanisms which are available for women who have experienced violence in the community and this should form part of assessment and mitigation of risk during the design and implementation of programs. It is also vital to work with organisations and networks in the community, including women's rights organisations, to improve the access, affordability and quality of support services for women survivors of violence.

Workplace strategies

Training and workplace policies can have an important impact on women's experiences of violence both within the workplace and their experiences of violence in the home. Any strategies and policies that are implemented in the workplace need to address both direct consequences of domestic violence – through providing support to survivors, allowing flexible work arrangements, and safety planning – and they must consider the informal barriers to implementation such as workplace and community attitudes towards gender equality and gender roles. Alongside legislative and policy development, there must therefore be investment in workplace training of employees and management including awareness raising on workplace procedures and support for women to access justice.[97] It is also recommended that key components of workplace policies should extend to communication strategies, systematic training and link to referral services.[98] The ODI study into the costs to business of GBV in PNG also emphasised the need for training on GBV related issues for all staff including management and the important role employers can play reinforcing anti-violence messages.[99]

Workplaces may also play a significant role in providing support directly to women experiencing violence. In providing support directly to these women, accountability and respecting survivors' choices must be central to workplace strategy as well as consideration of cross-cutting priorities such as disability, language barriers and LGBTQ experiences and priorities. Employers can play a valuable role coordinating and connecting staff and external support providers.[100] Practical ways to assist women to access support services are also important and could include providing safe transport for survivors of violence to travel to access services.[101] The provision of safe and gender sensitive transport to and from work can also help to reduce women's risk of harassment and abuse in public spaces.

Challenging Gendered norms

There has been increased recognition in the literature that women's economic empowerment programming requires not only building women's skills and capabilities but also requires the removal of constraints that impinge on women's agency and power.[102] This requires an approach that addresses discriminatory gender norms, within the household, the community and the workplace, alongside increasing women's participation in formal employment.

Employers have an important role to play supporting women in their workforce who are experiencing domestic and family violence. Alongside this, the workplace provides an opportunity for employers to implement and promote workplace policies, training, communications and diversity in the workforce as a mechanism for engaging employees to identify and transform the attitudes, beliefs and practices that lead to violence against women and girls. The workplace also provides an entry point to engage with spouses and partners of female employees, by including them in staff events so they can better understand the role their female partners play in the workplace. This highlights the importance of engaging with men to challenge gender inequitable behaviour and norms. This was also identified as a key finding in the *Do No Harm* field research in both Solomon Islands and PNG).[103]

A number of strategies which can be implemented in workplaces and communities to address gender-based violence are presented at *Annex A* of this report. These have been drawn from survey findings, and from best-practice programming discussed in Chapter 4. Training strategies, such as those used in the *Guidance Notes* for the *Do No Harm* study can also be useful to challenge existing gender norms which condone violence as a part of employment and economic empowerment programming.

The importance of women's voices

We women have the right to own what we make and what we work hard for. Respondent, PNG Survey

This report has included quotes from survey responses throughout, with the aim to give voice to the perspectives and experiences of women in formal employment in PNG and Solomon Islands. As one respondent noted:

I see that as a woman in a country such as PNG, I have to work twice as hard to earn respect from my husband and his family. Working and providing equal financial responsibility in the household is not enough, I have to do household chores, take care of my child, clean up after my husband and all that while my husband comes home to rest and relax after work… Respondent, PNG Survey

These individual responses demonstrate the importance of consultation with women to understand their perspectives, priorities and experiences to inform economic empowerment approaches so that they are responsive to the many dimensions of women's lives.

ANNEX A:
WORKPLACE STRATEGIES FOR ADDRESSING VIOLENCE IN THE WORKPLACE AND AT HOME

ANNEX A: WORKPLACE STRATEGIES FOR ADDRESSING VIOLENCE IN THE WORKPLACE AND AT HOME

A number of strategies which can be implemented in workplaces and communities to address gender-based violence are presented here. These have been drawn from findings from the Women in Formal Employment Survey, and from best-practice programming discussed in Chapter 4. Accountability and respecting survivors' choices must be central to workplace strategy as well as consideration of cross-cutting priorities such as disability, age, language barriers and LGBTQ experiences and priorities. Please see chapter 4 for more detail and references.

Research
A number of areas for further research have been identified as a part of this study. Some of the following suggestions may be relevant for workplaces, and to inform programming to support gender-based violence survivors. Remember it is important to transform research into action and address any emerging issues that may be identified from workplace research.

- The impact of promotion on women's relationships in Solomon Islands and PNG.
- The impact of work related travel on intra-household relationships and gendered roles; and strategies which may assist in mitigating the risk of increased intimate partner violence for women required to travel for work such as engaging with male partners and communities to challenge discriminatory attitudes and behaviour in relation to work-related travel.
- Reasons for not accessing appropriate support services when experiencing family violence to inform strategies to support access.
- Research that explores the intersection of women's experiences with demographic factors such as age, marital status, number of children in their care, educational attainment. Suggested focal areas include:
  o Enabling and challenging factors to their employment,
  o Family decision making power, the positive or negative impacts employment has on their own sense of empowerment and, in contrast, their sense of responsibility to family
  o The relationship between women in formal employment's work and experiences of conflict resulting in violence (with a bigger sample size & utilising a different sampling method).
- The impact outsourcing domestic work has on intra-household relationships and gendered expectations of working women's role in the household in Asia and the Pacific.
- Perceptions of what makes a 'good relationship' among women who work in formal employment, specifically whether factors such as shared decision making or the absence of violence impact perceptions of a 'good relationship'.

Training
The following points should be taken into consideration when providing training in your workplace that addressed GBV and FSV.
- Training should target all employees, male and female
- Training should include awareness raising on workplace procedures and support for women to access justice
- Training should address gender norms which condone violence towards women
- Training should aim to reduce stigma towards and discrimination against women who have experienced violence
- Training should be conducted by an experienced and knowledgeable trainer
- Training should be conducted in a safe environment (including women-only spaces) and have referrals to support services
- It may be appropriate to also consider the inclusion of family members or partners of workers in aspects of the training program, but this should be led by consultation with female employees.
- Training should consider how to incorporate elements of the *Do No Harm* Guidance Notes 1, 2 and 3.

Policies

Workplace policies which are sensitive to issues of gender-based violence can have an important impact on women's experiences of violence both within the workplace and their experiences of violence in the home. The following should be considered:

- Introduce a workplace policy on Family and Sexual Violence
- Introduce a Domestic Violence Clause which includes provisions for
    - Domestic Violence leave
    - Safety Planning (including protection orders)
    - Anti-discrimination
    - Training of key personnel
- Referrals to support services (including medical, legal and protective services)
- Expand access to flexible work arrangements (change in working hours, location etc.)
- Clearly communicate an anti-violence message through all elements of the workplace, including communications strategies, training etc.
- Provide for confidential counselling and complaint procedures at work

Other Support strategies

To be effective, support strategies should be flexible so that they can cater to women's individual needs. Some of the following strategies should be considered to ensure women can make full use of workplace procedures and as a means of identifying and challenging harmful gender norms in the workplace:

- Conduct a risk assessment and develop mitigation strategies for any perceived risk to female employees in the workplace including before conducting training or research with employees
- Provision of gender-sensitive transport options to and from work
- Increase the number of women in the workplace, and especially in management positions
- Workplaces may want to consider a mentoring / buddy system or a women's network to provide support for female employees
- Employers could engage with male partners to increase support for their female partners' work (this may be done through staff events where family members are invited)
- Assess any specific barriers to women not accessing support services such as the distance to support services and whether transport could be provided.

ANNEX B:
WOMEN IN FORMAL EMPLOYMENT SURVEY

The survey was delivered electronically with respondent's answers directing them to the next most appropriate question. The attached copy of the survey is indicative of the full list of questions that respondents may have been asked, however it does not display the navigation for skips.

Thank you for participating in this survey. Your contribution is important.

This survey is part of a research project involving the State, Society & Governance in Melanesia Program at the Australian National University (ANU) and the International Women's Development Agency (IWDA) . The research is funded by the Australian Government through the Department of Foreign Affairs and Trade. The study is currently being done in Solomon Islands and Papua New Guinea.

This survey is seeking information from professional women who work for employers in a full or part-time capacity. Although your employer may have supported you to participate in this survey they will not have access to your responses. This survey is confidential and there is no way to identify you.

The overall purpose of the study is to collect information about women's involvement in the cash economy including how people obtain money, what difficulties they have in getting it, and how money, or lack of it, affects their life and relationships.

The results of this study will be used to inform the work of governments, donor agencies, employers and Non-Government Organisations (NGOs), helping them to develop better programs to help people to build a more prosperous society. To work well, these programs need to be suited to the local context, and so we need to listen to you and other people like you so that we can understand your experiences and how engaging in economic activity affects your life, your family and your relationships.

You are completely free to choose whether or not to take this survey. The researchers will ensure that all information will be collected, stored, and handled in a completely confidential and secure manner. It will not be possible to identify you or your responses. Your information will be mixed with information from other people so it will not be possible for anyone to know what answers you gave.

If you want further information about the study, or if you have any concerns about it, the first person to talk with is:
Associate Professor Richard Eves
State, Society & Governance in Melanesia Program
ANU College of Asia & the Pacific
The Australian National University, CANBERRA ACT 0200
Telephone: + 61 2 6125 3275 / Email: Richard.Eves@anu.edu.au

You will be taken through a number of different topic areas in this survey. You can skip questions which do not apply to you or if you do not wish to answer.

This survey should take you no longer than 45 minutes to complete.

The topics covered include:

Demographics
Education
Marriage and intimate relationships
Roles and responsibilities in the household
Employment / household income
Household savings
Effects of employment on participant, family and relationships
Workplace safety and security

Solomon Islands & PNG Family Livelihoods and Relationship Study

Employment

1. Please select the answer which applies to you

○ I work full-time with an employer

○ I work part-time with an employer

○ I do not work for an employer

Solomon Islands & PNG Family Livelihoods and Relationship Study

Demographics

2. What is your age?

○ Under 20 years old

○ 20-29 years old

○ 30-39 years old

○ 40-49 years old

○ 50-59 years old

○ Over 60 years old

3. What type of organisation do you work for? (you may choose more than one answer)

☐ University/research institution   ☐ Papua New Guinea Government

☐ Non-Government Organisation   ☐ Private sector organisation

☐ Solomon Islands Government   ☐ International/Regional organisation

☐ Other (please specify)

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4. Where do you currently live?

○ Solomon Islands   ○ Papua New Guinea

○ Other (please specify)

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Solomon Islands & PNG Family Livelihoods and Relationship Study

Demographics

5. What province do you live in currently?

- ◯ Central Province
- ◯ Choiseul Province
- ◯ Guadalcanal Province
- ◯ Isabel Province
- ◯ Makira-Ulawa Province
- ◯ Other (please specify)

- ◯ Malaita Province
- ◯ Rennell and Bellona Province
- ◯ Temotu Province
- ◯ Western Province
- ◯ Honiara

6. Where did you live as a child?

- ◯ Central Province
- ◯ Choiseul Province
- ◯ Guadalcanal Province
- ◯ Isabel Province
- ◯ Makira-Ulawa Province
- ◯ Other (please specify)

- ◯ Malaita Province
- ◯ Rennell and Bellona Province
- ◯ Temotu Province
- ◯ Western Province
- ◯ Honiara

Solomon Islands & PNG Family Livelihoods and Relationship Study

Demographics

7. What province do you live in currently?

- ○ National Capital District (Port Moresby)
- ○ Autonomous Region of Bougainville
- ○ Central
- ○ Eastern Highlands
- ○ East New Britain
- ○ East Sepik
- ○ Enga
- ○ Gulf
- ○ Hela
- ○ Jiwaka
- ○ Mandang
- ○ Other (please specify)

- ○ Manus
- ○ Milne Bay
- ○ Morobe
- ○ New Ireland
- ○ Oro
- ○ Sandaun (West Sepik)
- ○ Simbu (Chimbu)
- ○ Southern Highlands
- ○ Western
- ○ Western Highlands
- ○ West New Britain

[   ]

8. Where did you live as a child?

- ○ National Capital District (Port Moresby)
- ○ Autonomous Region of Bougainville
- ○ Central
- ○ Eastern Highlands
- ○ East New Britain
- ○ East Sepik
- ○ Enga
- ○ Gulf
- ○ Hela
- ○ Jiwaka
- ○ Mandang
- ○ Other (please specify)

- ○ Manus
- ○ Milne Bay
- ○ Morobe
- ○ New Ireland
- ○ Oro
- ○ Sandaun (West Sepik)
- ○ Simbu (Chimbu)
- ○ Southern Highlands
- ○ Western
- ○ Western Highlands
- ○ West New Britain

[   ]

9. Do you have children?

◯ Yes   ◯ No

Solomon Islands & PNG Family Livelihoods and Relationship Study

Demographics

10. How many children do you have?

◯ 1   ◯ 5

◯ 2   ◯ 6

◯ 3   ◯ 7

◯ 4   ◯ 8 or more

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Education

11. Did you go to school?

◯ Yes

◯ No

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Education

12. What level did you finish?

- [ ] Primary
- [ ] Upper Primary
- [ ] Secondary
- [ ] Technical/Vocational education and training (Certificate, Advanced Certificate, Diploma, Graduate Diploma, Advanced Diploma)
- [ ] Flexible, open and distance education
- [ ] Tertiary Studies (Higher Education, University, College)
- [ ] Other (please specify) highest education attained

[_____]

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Marriage and intimate relationships

13. Are you:

- ( ) Never married
- ( ) Living with a partner / boyfriend
- ( ) Married
- ( ) Widowed
- ( ) Divorced / separated
- ( ) Abandoned
- ( ) Other (please specify)

[_____]

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Marriage and intimate relationships

7

14. How did you come to be married?

○ Own choice

○ Arranged by family

○ Other (please specify)

[   ]

15. What was the form of your marriage?

☐ kastam marriage

☐ legal marriage

☐ Church marriage

☐ Other (please specify)

[   ]

16. Was a bride price paid?

○ Yes

○ No

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Marriage and intimate relationships

17. What was the bride price? (eg. how much cash, shell money, pigs, store bought goods etc)

[   ]

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Marriage and intimate relationships

18. Does your husband/partner have another wife/wives or partner/partners?

○ Yes

○ No

8

Marriage and intimate relationships

19. What number wife are you?

Roles and responsibilities in the household

20. Who do you live with (other than any children you may care for)?

◯ My parents/extended family

◯ My husband/partner/boyfriend

◯ My husband/partner/boyfriend and his family

◯ My husband/partner/boyfriend and my parents/extended family

◯ With friends/shared accomodation

◯ Alone

◯ Wantoks

◯ Other (please specify)

21. Who is primarily responsible for household tasks?

○ I do all of the household chores.

○ My husband/partner/boyfriend is responsible for the household chores.

○ I share the responsibility for household chores equally with my husband/partner/boyfriend.

○ I have most of the responsibility for household chores but my husband/partner/boyfriend does chores.

○ I share the responsibility for household chores equally with other household members.

○ Other members of the household do most of the household chores

○ I have most of the responsibility for household chores but other members of the household do some chores.

Approximately how many hours a week do you spend doing household chores?

[   ]

22. Who was responsible for household duties and child raising when you were growing up?

○ Females were responsible for household duties and childcare.

○ Males were responsible for household duties and childcare.

○ Both females and males shared household duties and childcare responsibilities.

○ Other (please specify)

[   ]

23. Do you currently care for children?

○ Yes

○ No

24. How many children do you currently care for?

○ 1

○ 2

○ 3

○ 4

○ 5

○ 6

○ 7

○ 8 or more

25. Who is primarily responsible for childcare in your household?

○ I solely look after the children

○ My husband/partner/boyfriend is responsible for looking after the children

○ I equally share the responsibility for looking after the children with my husband/partner/boyfriend

○ I do most of the childcare but my husband/partner/boyfriend does some

○ I equally share the responsibility for looking after the children with other household members

○ Other members of the household do most of the childcare

○ I do most of the childcare but other members of the household do some

Approximately how many hours a week do you spend caring for children?

[   ]

26. Are you primarily responsible for making decisions about any of the following in relation to your children? (select as many as applicable)

☐ Discipline

☐ Education

☐ Health

☐ Chores

☐ Other (please specify)

[   ]

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Employment/Household income

27. What is the <u>main</u> income source for your household?

○ My husband/partner/boyfriend's wage

○ My wage

○ Wages from both my husband/partner/boyfriend and I

○ Other family member's wage

○ Family business (e.g. shop, trade store, canteen)

○ Other (please specify)

[   ]

28. What is the primary source of your income?

○ I work full-time

○ I work part-time

○ Other (please specify)

[   ]

29. Do you have any other sources of income? (select as many as applicable)

☐ None

☐ Remittances (from family members overseas or in another province)

☐ Income earned by other family members

☐ Cash crops/marketing

☐ Inheritance

Other (please specify)

[   ]

Solomon Islands & PNG Family Livelihoods and Relationship Study

Employment/Household income

30. Why did you start working/generating income? (select as many as applicable)

☐ Needed income to cover household expenses

☐ Own personal interest/interested in having my own career

☐ Needed income to contribute to kastam

☐ Partner/other members became unwell or unable to provide income

☐ Other (please specify)

[   ]

31. Is there anything that helps you to generate income/makes it possible for you to work? (select as many as applicable)

☐ Other people caring for my children

☐ Other people helping with household chores

☐ Access to good transport

☐ Friends/family support

☐ Husband/partner/boyfriend support

☐ Other (please specify)

[   ]

32. Do you face any challenges meeting your work commitments? (select as many as applicable)

☐ Lack of/inconsistent child care

☐ Balancing work and household responsibilities

☐ Long working hours

☐ Transportation difficulties

☐ Husband/partner/boyfriend/family unsupportive of me earning an income

☐ I don't face any challenges

☐ Other (please specify)

[   ]

33. Who makes decisions about how your income is spent?

○ I do

○ My husband/partner/boyfriend alone

○ My husband/partner/boyfriend and I together

○ We each make decisions about how the income we earn is spent

○ Parents/parents-in-law

○ Other family member

○ Other family member and I together

○ Other (please specify)

[   ]

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Employment/Household income

34. How are you paid?

○ Cash

○ Into a bank account only I access

○ Into a bank account only my husband/partner/boyfriend can access

○ Into a bank account both my husband/partner/boyfriend and I can access

35. What is YOUR income usually spent on? (Please rank top 5 in order eg. 1 = where income is most spent)

	Household expenses (electricity, gas, food, oil)
	Children's schooling
	Clothing
	Health
	Transport
	Debt
	Kastam
	Put towards savings
	Leisure/recreational activities
	Tithes/church offering
	Support for individuals outside the household (children from previous marriages, extended family)
	I don't know
	Other

36. Who benefits the most from the way your income is spent?

○ The whole family/household

○ The children

○ My husband/partner/boyfriend only

○ I do

○ Other (please specify)

_____

Solomon Islands & PNG Family Livelihoods and Relationship Study

Employment/Household income

37. What is your HUSBAND'S/PARTNER'S income usually spent on? (Please rank top 5 in order eg. 1 = where income is most spent) **Please skip this question if not applicable.**

	Household expenses (electricity, gas, food, oil)
	Children's schooling
	Clothing
	Health
	Transport
	Debt
	Kastam
	Put towards savings
	Leisure/recreational activities
	Tithes/church offering
	Support for individuals outside the household (children from previous marriages, extended family)
	I don't know
	Other

38. Who benefits the most from this?

◯ The whole family/household

◯ The children

◯ My husband/partner/boyfriend only

◯ I do

◯ I don't know

◯ Other (please specify)

39. Do you keep some or all of your income separate from your husband's/partner's/boyfriend's/family's income?

◯ Yes

◯ No

40. Why do you keep your income separate?

◯ I do not trust my husband/partner/boyfriend/other family members to manage or use money responsibly

◯ For my own independence

◯ It gives me a sense of security

◯ Easier to manage

◯ Other (please specify)

[   ]

41. Does your family currently save money?

◯ Yes

◯ No

42. What do you save money for? (select as many as applicable)

☐ Children's schooling

☐ Unexpected circumstances (eg. illness, unemployment)

☐ Major purchase (vehicle, house)

☐ Expenses related to a house (eg. repairs, building an extra room)

☐ Investment for future income generation

☐ My studies

☐ My husband/partner/boyfriend's further studies

☐ Other (please specify)

[   ]

Solomon Islands & PNG Family Livelihoods and Relationship Study

Household savings

43. Where are your savings stored?

○ Bank

○ Microbank

○ Community savings club (women only)

○ Community savings club (women and men members)

○ Locked box (not part of a savings club)

○ Hidden in a personal hiding spot

○ Given to another person to look after

○ Other (please specify)

[   ]

44. Who has access to household savings? (Select as many as appropriate)

☐ My husband/partner/boyfriend

☐ I do

☐ Another family member

☐ Other person (please specify)

[   ]

45. Is there anything that helps you to save money? (select as many as applicable)

☐ Family support

☐ Husband/partner/boyfriend support

☐ Participation in a community savings club (women only)

☐ Participation in a community savings club (men and women members)

☐ Having information about saving options

☐ Workplace support to save money

☐ Good access to a bank

☐ Other (please specify)

[   ]

Solomon Islands & PNG Family Livelihoods and Relationship Study

Household savings

46. What makes it hard for you to save money? (select as many as applicable)

- [ ] Unemployment, illness and other unexpected events
- [ ] Increasing expenses
- [ ] Spending habits of husband/partner and/or other family members
- [ ] Family obligations
- [ ] Community obligations
- [ ] Church obligations
- [ ] Kastam obligations
- [ ] Pressure from husband/partner or family members to use money for other purposes
- [ ] Nothing, I don't find it hard to save money
- [ ] Other (please specify)

Solomon Islands & PNG Family Livelihoods and Relationship Study

Effects of employment on you, your family and relationships

This section of the survey contains questions about the effects of employment on yourself, your family and your relationships.

This survey is anonymous and confidential. You will not be able to be identified in any way. Although your employer may have given you permission to complete this survey they will not have access to your responses.

Some questions in this section will ask you to describe your experiences in more detail. Please do not feel that you need to provide this information. The reason we ask for examples in your own words is that this provides evidence we can use to encourage change and improve experiences for women.

47. Is there any conflict or has there ever been any conflict with your husband/partner/boyfriend or a male family member in your household?

- ( ) Yes
- ( ) No

Solomon Islands & PNG Family Livelihoods and Relationship Study

Effects of employment on you, your family and relationships

48. When did the conflict start?

◯ When we first married/got together

◯ I can't remember

◯ Triggered by an event (please explain)

[   ]

49. What is the conflict about? (select as many as applicable)

☐ Money/resources

☐ Children

☐ Jealousy

☐ Household responsibilities

☐ Adultery

☐ Relatives

☐ Community pressures

☐ Alcohol

☐ Other (please specify)

[   ]

50. How is conflict normally resolved in your relationship?

◯ Discussion

◯ Violence

◯ Involvement of another person (e.g. church, Chiefs, other family members)

◯ Silence

◯ Forgotten/avoided

◯ Other (please specify)

[   ]

Solomon Islands & PNG Family Livelihoods and Relationship Study

Effects of employment on you, your family and relationships

51. Has the amount of conflict changed since you started paid work?

○ No

○ Conflict has increased

○ Conflict has reduced

52. Why do you think this has happened? (select as many as applicable)

☐ We don't see each other as much

☐ My husband/partner/boyfriend has increased respect for me

☐ My earnings have helped to reduce conflict over money

☐ I am more confident to negotiate with or stand up to my husband / partner / boyfriend

☐ Other (please specify)

[   ]

53. Do any of these conflicts/problems lead to violence?

○ Yes

○ No

54. What triggered the violence? (select as many as applicable)

- [ ] Not doing what my husband/partner/boyfriend/other family member wants
- [ ] How income is spent
- [ ] Arriving home late after work
- [ ] Less time for household tasks
- [ ] Work-related travel
- [ ] My husband/partner/other family member is suspicious about where I am
- [ ] Other (please specify)

55. Can you briefly tell us about one of these incidents?

56. What happened in the end? (select as many as applicable)

- [ ] Someone in the community intervened
- [ ] Police intervened
- [ ] I or my husband/partner/boyfriend left the scene
- [ ] I was injured
- [ ] I was injured and required medical treatment
- [ ] Husband/partner/boyfriend was injured
- [ ] Husband/partner/boyfriend was injured and required medical attention
- [ ] Other family member was injured
- [ ] Other (please specify)

57. Have you ever accessed any of the following support because of the violence? (select as many as applicable)

- ☐ Counselling services
- ☐ Hospital/health centre
- ☐ Church
- ☐ Safe house
- ☐ Police
- ☐ Welfare officer
- ☐ Family support centre
- ☐ Chief/community leader
- ☐ Village court (PNG only)
- ☐ None of these
- ☐ Other (please specify)

[   ]

Solomon Islands & PNG Family Livelihoods and Relationship Study

Effects of employment on you, your family and relationships

---

58. Are there ways that you try to reduce the risk of violence (linked to economic activity) in your relationship/family?

- ○ Yes
- ○ No

Solomon Islands & PNG Family Livelihoods and Relationship Study

Effects of employment on you, your family and relationships

59. What do you do? (select as many as applicable)

- [ ] Ensure my household and child rearing responsibilities are completed
- [ ] Ensure I return from work on time
- [ ] Do not attend work social events
- [ ] Hand over all my income to my husband/boyfriend/other family member
- [ ] I avoid conflict by doing what my husband/partner/boyfriend wants
- [ ] Limit work-related travel
- [ ] Talk to my husband/partner/boyfriend about my work
- [ ] Other (please specify)

60. Who/what supports you to reduce the risk of violence (you can select more than one)?

- [ ] My parents/other family member(s)
- [ ] Other women in the community
- [ ] Other people in the community
- [ ] Employer
- [ ] Friend(s)
- [ ] Counselling services
- [ ] No one
- [ ] Other (please specify)

Solomon Islands & PNG Family Livelihoods and Relationship Study

Effects of employment on you, your family and relationships

61. Briefly describe what you have seen other women do to minimise the risk of violence (linked to economic activity) in their relationships/families?

25

62. Has your involvement in economic activity had any negative impact on your life (changes in self, your relationships)? (select as many as applicable)

☐ Lack of time

☐ Increased workload (work outside the home and household responsibilities)

☐ Changes in spending habits of husband/other family members

☐ Increased demands from family for money

☐ Jealousy

☐ Negative affects on reputation in the community

☐ Being accused of sorcery

☐ Increased violence

☐ There has not been any negative impact

☐ Other (please specify)

_____

Solomon Islands & PNG Family Livelihoods and Relationship Study

Effects of employment on you, your family and relationships

63. Has your engagement in economic activity had any positive impact on your life (changes in self, your relationships)? (select as many as applicable)

☐ Increased respect from partner/family

☐ Financial independence

☐ Increased involvement in household decision-making

☐ Increased confidence

☐ More equal relationship with husband/partner/other household members

☐ Able to provide income for household expenses

☐ Increased status in the community

☐ Less violence

☐ There has not been any positive impact

☐ Other (please specify)

_____

64. Can you provide an example that illustrates these positive changes?

65. Have you ever been promoted into a management role by an employer?

◯ No

◯ Yes by my current employer

◯ Yes by a previous employer

66. Did the amount of conflict in your relationship change when you were promoted?

◯ No

◯ Conflict increased

◯ Conflict decreased

Solomon Islands & PNG Family Livelihoods and Relationship Study

Effects of promotion on you and your relationships

67. Why do you think this happened? (select as many as applicable)

- [ ] We don't see each other as much
- [ ] My husband/partner/boyfriend has increased respect for me
- [ ] My salary increased which helps the household
- [ ] I am more confident to negotiate with or stand up to my husband/partner/boyfriend
- [ ] Other (please specify)

  [   ]

68. Why do you think this happened? (select as many as applicable)

- [ ] I work longer hours
- [ ] My husband/partner/boyfriend is jealous
- [ ] I am earning more than my husband
- [ ] I have to travel for work
- [ ] I have less time for household responsibilities
- [ ] I am more confident to stand up to my husband/partner/boyfriend
- [ ] I have increased respect in the workplace and/or community which my husband/partner/boyfriend doesn't like
- [ ] Other (please specify)

  [   ]

69. Do any of these conflicts/problems (which have increased since you were promoted) lead to violence?

- ( ) Yes
- ( ) No

70. Can you briefly tell us about one of these incidents. What did you do in response?

71. Is there anything your employer could do to minimise the impact of your promotion on your relationships?

☐ No

☐ Limit my work travel

☐ Not require me to work long hours

☐ Promote more women into management

☐ Set up a women's network

☐ Provide support to women who experience violence from husbands/partners/boyfriends

☐ Being able to access support services during working hours

☐ Engage with husbands/partners/boyfriends to increase support for their wives/partners/girlfriends

☐ Other (please specify)

72. Do you travel for work?

◯ Yes

◯ No

◯ Not now but I did for a previous job

Effects of work travel on you and your relationships

73. What impact does/did travelling for work have on your relationship?

◯ None

◯ Conflict has increased

◯ Conflict has decreased

Effects of work travel on you and your relationships

74. Why do you think this happened? (select as many as applicable)

☐ I am away from home for long periods of time

☐ My husband/partner/boyfriend is suspicious of what I do when I am away

☐ I am suspicious of what my husband/partner/boyfriend does while I am away

☐ I have less time for household responsibilities

☐ It is not acceptable in my community for women to travel for work

☐ I have increased respect in my workplace and/or community which my husband/partner/boyfriend doesn't like

☐ I am earning more than my husband

☐ Other (please specify)

[   ]

75. Can you briefly tell us about an example of when your travel for work has resulted in conflict?

Solomon Islands & PNG Family Livelihoods and Relationship Study

Workplace security and safety

This section of the survey contains questions about how safe and secure you feel in your workplace.

This survey is anonymous and confidential. You will not be able to be identified in any way. Although your employer may have given you permission to complete this survey they will not have access to your responses.

76. Do you always feel safe in your workplace?

○ Yes

○ No

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Workplace safety and security

77. What makes you feel unsafe in your workplace? (select as many as applicable)

☐ Fear of sexual harassment

☐ Fear of violence

☐ Fear of being sexually assaulted/abused

☐ Behaviour of other colleagues

☐ Unsafe workplace facilities (such as toilet facilities, poor lighting, office space)

☐ Male dominated workplace

☐ Lack of respect for women

☐ Having to work late

☐ Lack of support from husband/partner/boyfriend

☐ Lack of support from management

☐ Husbands/partners/boyfriends threatening you or others in your workplace

Other (please specify)

[   ]

Solomon Islands & PNG Family Livelihoods and Relationship Study

Workplace safety and security

78. Have you experienced any forms of violence while working? (select as many as applicable)

☐ None

☐ Verbal (comments, whistling etc.)

☐ Physical (touching, feeling etc.)

☐ Visual (staring, leering)

☐ Sexual harassment

☐ Forced to perform a sexual act

☐ Threats against you or a family member

☐ Stalking

☐ Unwanted attention from male colleagues

☐ Violent physical attack

☐ Rape or sexual abuse

79. How often did this happen during 2015?

◯ Just once

◯ 2 to 5 times

◯ More than 5 times

◯ It happened prior to 2015

80. What did you do? (select as many as applicable)

☐ Nothing

☐ Confronted the perpetrator

☐ Told your employer

☐ Told or asked for help from a colleague

☐ Told or asked for help from your family

☐ Told or asked for help from a friend

☐ Reported to the police

☐ Reported to a support service

Other (please specify)

[   ]

81. Is there anything your employer could do to make you feel safer at work? (select as many as applicable)

- [ ] Nothing, I feel safe
- [ ] Improve facilities (toilets, lighting)
- [ ] Training (e.g. on workplace safety, family and sexual violence, respectful professional relationships, sexual harassment etc.)
- [ ] Policies in the workplace that make clear expected behaviour
- [ ] Information about support services
- [ ] Being able to access support services during working hours
- [ ] Confidential ways to report problems
- [ ] Providing support to women who experience violence from husbands/partners/boyfriends
- [ ] Time off work to recover, access to services and to attend court
- [ ] Setting up women's network
- [ ] Having more women in the workplace
- [ ] Having more women in management
- [ ] Providing safe transport to and from the workplace
- [ ] Having adequate workplace security
- [ ] Flexible arrangements for payment of wages

Other (please specify)

_____

Solomon Islands & PNG Family Livelihoods and Relationship Study

Any other comments

82. Is there anything else you would like to tell us?

_____

Solomon Islands & PNG Family Livelihoods and Relationship Study

Thank you for your time

Thank you for taking the time to complete our survey. This survey is aimed at women working either full-time or part-time with an employer and so you are not in our sample group for this aspect of our research.

If you would like to know more about our research and are interested in being involved in other ways please contact Associate Professor Richard Eves via the email address below. We would also encourage you to share this survey with any women you know working part-time or full-time for an employer in Solomon Islands or Papua New Guinea.

If you would like to know more about our work please contact:

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Solomon Islands & PNG Family Livelihoods and Relationship Study

THANK YOU PAGE

Thank you for taking the time to complete this survey. Your input is much appreciated and will inform our work with employers, donor agencies, NGOs and governments.

If you would like to know more about our work please contact:

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ANNEX C:
GLOSSARY

Conflict	Conflict refers to arguments and disputes between a couple that relate to differences of opinions between couples and emotional violence rather than physical violence.
Domestic Violence	Domestic violence is a form of VAW that occurs within intimate and family relationships which can include physical, sexual, emotional and financial violence. Domestic violence is used when referring to the specific findings of the research and when recommending strategies to integrate the findings into programs that relate specifically to domestic violence.
Emotional Violence	Emotional violence includes insults, jealousy, harassment or stalking. Emotional violence includes behaviours that are coercive, manipulative, critical and controlling including the use of intimidation, degradation, isolation and control of movement. These subtle forms of violence, known as coercive control, are used to undermine a person's opinions, confidence and self-worth over an extended period of time.
Financial Violence	Financial violence is used within intimate and family relationships over an extended period of time as a form of control and exploitation. Economic control includes stopping someone from having their own money or income, controlling how someone spends money, demanding to know how money is spent, withholding money for basic needs and excluding someone from making financial decisions. Economic exploitation includes taking or forcing someone to give you money, stealing or damaging property, refusing to contribute financially to the household and misusing money that is needed for the household.
Gender (and gender norms)	Gender is the roles and behaviours that a particular community or culture set or expect of women and men. While there are many different ways that women can be women and men can be men, in any culture there are preferred ways of being a man or a woman which inform how we behave as individuals and how our community is structured. These preferred ways of being a man or woman are called gender norms.
Gender and Power Analysis	Gender and power analysis is a process to understand how gender roles and norms impact on women and men differently; how women and men relate to one another in a particular community; and how these lead to inequalities between women and men. It can also be used to identify groups of women in a community who are disadvantaged compared to other groups of women.
Gender Inequality	Unequal gender norms mean than women and girls experience inequality and discrimination. Women have less access to, and control over, decision-making, economic resources, health care, education and leisure compared to men. Women also experience high rates of violence. This inequality can limit the choices and opportunities available to women and girls.
Physical Violence	Physical violence includes acts that cause physical pain or harm.
Prevention of VAW	Activities that aim to prevent VAW before it happens, or to prevent further harm or VAW from happening, and includes: • Primary prevention – intervening before VAW starts. • Secondary prevention – intervening when there is a high risk of VAW happening. • Tertiary prevention – intervening after VAW has happened to prevent further harm or violence.

Power	Power exists in all relationships. Unequal power relations between women and men lead to gender inequality and VAW. We can use: • "Power over" another person which leads to one person believing that they have power over someone else and the other person feeling disempowered. In this situation one person dominates (think "I do"). • "Power with" another person where both people feel respected. In this situation both people are working together (think "we do"). We also have "power within" ourselves which is about our skills, confidence and experience (think "I can") and we have "power to" act to make changes for ourselves and for other people (think "I will").
Responding to VAW	Activities aimed at supporting victims / survivors of VAW to access justice and other support services or holding perpetrators of VAW accountable for their use of violence under the law. This can also be referred to as tertiary prevention.
Rights-Based Approach	Recognises that the government is responsible for protecting women from experiencing violence and providing justice and support services for women victims / survivors that prioritise their safety and well-being.[104] Effectively implementing laws that deal with VAW is part of a rights-based approach.
Savings Clubs/ Groups	Savings Clubs with members that are women only or women and men.
Sexual Violence	Sexual violence includes sexual acts that abuse, humiliate, degrade or violate a person.
Social Norms	Similar to gender norms, social norms are the preferred ways for people to behave. Not everyone behaves these ways but there is often a lot of pressure to behave in ways that are acceptable in a particular community.
Survivor-Centred Approach	Places the needs and priorities of women and girls who have experienced violence at the centre of justice, service provision or programs by prioritising their needs and safety and ensuring that all actions reinforce their rights.[105]
Victim / Survivor of VAW	Women who have experienced VAW. Most victims / survivors of domestic violence are women and most perpetrators of domestic violence are men. For this reason, victims / survivors are referred to as women.
Violence Against Women (VAW)	Any act of gender-based violence (GBV) that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women.[106] The use of 'violence against women' rather than GBV highlights that more women are victims / survivors of violence within domestic relationships than men and it highlights the political nature of the violence used against women. VAW is used when referring to VAW generally rather than a specific form of VAW, such as domestic violence.
Women's Economic Advancement	Women gaining increased resources including money, land, assets, employment and other activities that increase their resources.
Women's Economic Empowerment	Women's equal access to and control over economic resources to increase control over other areas of their life.[107] Women's economic empowerment requires a transformation of gender inequality which currently limits women's empowerment.
Women's Savings Club / Group	Savings Clubs with members that are women only.

REFERENCES

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