



PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT

Mapping Paper: Private Sector responses to ending violence against women in the Pacific

November 2014

This research was commissioned and funded by the Department of Foreign Affairs and Trade. Managed by Cardno Emerging Markets (Australia) Pty Ltd on behalf of the Australian Government

Published in 2015 by the Pacific Women Shaping Pacific Development initiative

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Abbreviations

BCFW	Business Coalition for Women (PNG)
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
FSV	Family and Sexual Violence
HIV	Human Immunodeficiency Virus
IFC	International Finance Corporation (of the World Bank)
ILO	International Labour Organisation
PNG	Papua New Guinea
UNDP	United Nations Development Programme
VAW	Violence against women
WEP	Women’s Empowerment Principles
YLM	<i>Yumi Lukautim Mosbi</i>
NBPO	New Britain Palm Oil
GPPOL	Guadalcanal Plains Palm Oil
SVSG	Samoa Victim Support Group

Introduction

This paper provides information on how violence against women (VAW)¹ impacts upon both the State and the private sector, and explores strategies used by the private sector to assist in the response to eliminate VAW. This paper, commissioned by the *Pacific Women* Support Unit, an Australian Government initiative under the Pacific Women Shaping Pacific Development (*Pacific Women*) program, was used to initiate discussion at a regional Pacific dialogue event on 25th November 2014, the international day to commemorate the Eliminate of Violence Against Women. The dialogue was hosted by Australia's Ambassador for Women and Girls, Ms Natasha Stott Despoja. The paper provides a snap shot of efforts currently underway by private sector in the Pacific to address VAW and provides examples of how States can begin to calculate the costs of violence to a nation's economy. The case studies provided are not exhaustive. They aim to provide a brief overview of some of the approaches currently used throughout the Pacific in order to create discussion and highlight where more engagement, analysis and dialogue is needed. Some global examples are provided for the purpose of comparison.

VAW incurs significant economic costs for individuals, families, the private sector and nations. These costs include expenditures due to lost productivity, service provision, justice services, health care costs, security and lost income alongside long-term negative effects of violence on women and children. The health and economic impacts together fracture individuals, families, communities and societies overall². Businesses estimate losses in productivity as a result of VAW from trauma, health issues, absenteeism and increased security costs. Costs to a State's economy include provision of: health care, social services, counselling and criminal justice services consisting of apprehending, prosecuting and imprisoning and rehabilitating perpetrators coupled with loss of productivity. Women survivors of violence are forced to take time off work due to emotional or physical injuries. This results in high levels of absenteeism and lost earnings, which can account for 21 percent of a woman's monthly income³.

In the Pacific, the rates of violence are extremely high on a global scale and while specific surveys on economic costs have not yet been completed in the region, previous efforts to measure the costs of violence against women include an analysis by Professor Biman Prasad in 2011, who estimated the cost of family violence in that year as \$498 million in losses to the Fiji economy.

Pacific island countries have made significant commitments to both international instruments and principles and regional declarations relevant to gender equality and women's empowerment. These include the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and the Pacific Leader's Gender Equality Declaration of 2012. The key instruments and principles are set out in Annex 2.

Economic impact of violence against women in the Pacific

Comprehensive data and analysis of the economic impact of violence against women is not available in the Pacific. However studies are currently underway in Kiribati and Solomon Islands; supported by the Pacific Islands Forum, Sexual and Gender Based Violence Reference Group. These studies are expected to be completed by April 2015.

Although the methodology of economic analysis may differ, most tend to measure three sets of inputs; direct costs, indirect costs and opportunity costs.

- Direct costs consist of direct expenditures on services for preventing and responding to violence against women such as health care costs, counselling, legal services, and accommodation and shelter costs. There are also direct costs to the individual and / or family such as repairs to housing or replacing broken furniture; health care costs and transportation to health centres; and loss of income due to inability to work or to support a family member who has experienced violence. Direct costs to the private sector include increased recruitment and training costs; higher insurance premiums; higher administration costs and increased security costs.
- Indirect costs result from physical and psychological trauma of the victim and their family members, which leads to poor long-term health outcomes, loss of productivity (even if working) and a general decrease in the quality of life. Indirect costs are often very difficult to measure quantitatively; however there are models, which provide estimates for this.
- Opportunity costs are also difficult to measure, but include women's lost opportunities in employment and education due to violence. This includes absenteeism which leads to loss of ability to participate in economic life leading to lost opportunities for career advancement and promotions, inability to fulfil educational requirements and loss of potential income⁴.

In addition to measuring inputs, economic costing exercises generally measure costs to: the justice system, health care system, social services, care and counselling, shelter support, individual women's costs of health care, shelter and legal fees, loss of income for the individual / family and nation through decreased productivity, trauma and suffering and the consequent decrease in revenue to the State and potential future, 'second generation' costs on children and human capital⁵. However, accurate cost calculations are not possible as most incidences of violence continue to be unreported. It is extremely difficult to assess the cost of the impacts of violence on survivors in the long-term as well as their children; noting the evidence that domestic violence witnessed as a child leads to an increased likelihood of it being repeated in adulthood.⁶

An initial attempt at costing the economic impact of violence in the Pacific region was done in 2002 by the then Governor of the Reserve Bank of Fiji, Mr S. Narube who at the time estimated the cost to be FJD \$200m to the nation's economy. This estimate, based on a 1994 model used in New Zealand,

looked at the costs of the justice system, police, welfare, prison services and medical treatment. In 2011, Professor Biman Prasad used the same model to calculate the economic costs of family violence in Fiji; which he estimated to be \$498 m or 6.6% of the GDP for that year.⁷ It is estimated that the economic costs would be similarly high for other Pacific Island countries.⁸

Existing data on the economic impact of VAW

Numerous studies have been undertaken globally, which examine the cost of violence to individuals, families and nations' economies. These studies cannot be directly compared as many of them have used different methodologies. A sample of these are listed below:

Country	Year	Study Outcome
United States	2003	Costs of intimate partner violence exceeded USD 5.8 Billion / yr. of which 4.1 billion was spent on direct medical and health care services and 1.8 bill due to lost productivity Centres for Disease Control and Prevention, 2003. 'Costs of Intimate Partner Violence against Women in the United States', Atlanta.
Australia	2009	Cost to the Australian economy of violence against women was estimated at 13.6 billion. Australian Government, Department of Social Services, Economic Costs of violence against women and their children, available www.fahcsia.gov.au
Canada	2012	The 2012 Justice Canada report: An Estimation of the Economic Impact of Spousal Violence in Canada identifies the total cost of intimate partner violence in Canada as \$7.4 billion per year. The report includes estimates for pain and suffering as well as direct costs such as medical care costs and lost productivity. The direct costs of intimate partner violence in Canada total \$1.9 billion per year. ⁹

In the Pacific, only four attempts to establish the cost of addressing violence, as well as two economic analyses of the same have been undertaken; one of these was on the cost of child abuse in Vanuatu (2009) and another was the cost of implementing VAW legislation in the Marshall Islands (2012). The two other costings were conducted in Fiji in 2002 (S. Narube, Reserve Bank) and 2011 (B. Prasad, USP) and are noted above. Although no detailed studies on the economic costs of VAW have been completed we are able to draw on limited information gathered through national prevalence studies on how violence has affected women's ability to participate in economic life.

The 2011 Vanuatu prevalence study found that 60% of ever-partnered women experienced violence in Vanuatu. The survey also revealed that 30% of women have had their work interrupted; 94% directly by their partner / husband. The same survey also found that 70% of women were unable to choose how they spent the money they earned; having to consult with their husband or partner first.¹⁰

The 2010 / 2011 Fiji national survey on violence against women revealed that 64% of ever-partnered women experienced physical or sexual partner violence in their lifetime. Of the women surveyed, 28% experienced some form of economic abuse, including partners refusing to give them funds or taking money from them against their will. Women who experience violence are less able to raise enough money to feed themselves in an emergency. In addition, similar to Vanuatu, over 50% of those who experience violence have had their work disrupted by a partner / husband directly or indirectly as a

result of violence. The study also found that women who experience violence are less likely to participate in meetings or organisations as a result of fear and intimidation of further violence.¹¹

The 2009 Tonga prevalence survey found that that 33% of ever-partnered women had experienced some form of violence in their lifetime. Twelve percent of women surveyed directly reported that they had experienced some form of economic abuse including; having savings taken away from the respondents as well as refusal to give funds. Unfortunately, the survey did not focus on the impacts of violence to women's livelihoods, employment and work opportunities.¹²

Plans to undertake comprehensive socio-economic impact costing studies are underway for Solomon Islands and Kiribati by the Sexual and Gender Based Violence Reference Group of the Pacific Islands Forum Secretariat. The studies aim to provide a strong quantitative evidence-base of the total national cost as well as the lost opportunity costs to individuals in both countries due to VAW and will include an examination of individual, direct and indirect costs of domestic violence at the household and national level.¹³

Additional research underway includes the study, '*Do no harm: understanding the relationship between women's economic empowerment and violence against women in Melanesia*'. This research addresses the relationship between women's economic inclusion and empowerment programs and violence against women in three countries (Solomon Islands, Vanuatu and Papua New Guinea) in the cultural region of Melanesia. Specifically, it seeks to answer the question of how to empower women economically and improve their livelihood security without compromising their safety. It aims to capture the diversity of ways that women endeavour to overcome economic disadvantage and will focus on a range of economic inclusion and empowerment initiatives in various settings – in the informal and formal economies, including community-based microfinance and banking initiatives, women's business enterprises, donor-funded market projects, and women's employment in the public sector and donor agencies. The research, funded by *Pacific Women* is being undertaken by the Australian National University's State, Society and Governance Melanesia (SSGM) Program and the International Women's Development Agency (IWDA).

Private sector employer's responses and standards

'In the Australia / Pacific region empowering women is key to economic sustainability. In the Pacific it is also key to lifting living standards for all countries.' **Ann Sherry AO, Chief Executive Officer, Carnival Australia**

'We are strong supporters of the Women's Empowerment Principles and hope they will drive further change among private sector companies. The principles are a reminder that levelling the playing field and advancing gender equity requires a proactive and deliberate effort. Businesses that believe they are supporting women's advancement should take a hard look at these Principles and challenge themselves to do more- it will benefit their companies, their employees, and their communities.' **James S. Turley, Chairman and CEO, Ernst and Young**

Source: *Extracted from the Women's Empowerment Principles website*

Employee productivity

The role of the private sector in addressing domestic violence and violence against women is part of the duty to care for employees and the social responsibility of private sector companies. State legislation and international norms govern employment policies and regulations at the national and global level; ensuring adherence to international human rights standards.

A key concern of the private sector includes the need to ensure that businesses are run profitably; a key feature of which is employee productivity. It is estimated in British Columbia, Canada that 54% of victims of domestic violence miss three or more days of work per month.¹⁴ In the US, it is estimated that high medical costs and diminished productivity levels costs employers between \$3-5 billion every year. Moreover, employers lose another \$100 million in lost wages, paid sick leave, and absenteeism linked to domestic violence.¹⁵ A comprehensive study on the prevalence of domestic violence in Australia in 2004 estimated the cost of absenteeism to be at AU\$283.3 million in 2002–2003. These costs were related to reduced productivity, absenteeism, costs of replacing lost outputs through overtime by other workers and reduced productivity of the survivor, perpetrator and their co-workers and friends.¹⁶

Health care costs

Health costs are also often borne by private companies supporting their employees. The 2004 Australian study estimated the health costs attributable to domestic violence to be AU\$314 million for 2002–2003. These costs were broken down into hospital and pharmaceutical costs, physical injuries and the cost of psychological care such as depression. Similar studies in other countries also tracked these costs with: the US at US\$4.1 billion (2003), the UK at £3,856 million (2008) and in Vietnam the average cost for a case of domestic violence is US\$12.6.¹⁷

Private sector organisations are recognising the need to respond to violence against women and domestic violence. Responses generally fall into three categories: development of internal policies and standards, community outreach and corporate social responsibility; and advocacy.

Internal policies and standards

Global standards, frameworks, toolkits and resources that provide guidance for the private sector in developing responses to addressing VAW do exist. The *Women's Empowerment Principles* (WEP) provides a set of considerations to help the private sector focus on key elements integral to promoting gender equality in the workplace, marketplace and community.¹⁸ Principle 3 of the WEP sets out a framework for the development of internal actions, which the private sector can implement.

Principle 3: Ensure the health, safety and well-being of all women and men workers

Health, Safety and Freedom from Violence

- Taking into account differential impacts on women and men, provide safe working conditions and protection from exposure to hazardous materials and disclose potential risks, including to reproductive health
- Establish a zero-tolerance policy towards all forms of violence at work, including verbal and/or physical abuse and prevent sexual harassment
- Strive to offer health insurance or other needed services including for survivors of domestic violence – and ensure equal access for all employees
- Respect women and men workers' rights to time off for medical care and counselling for themselves and their dependents
- In consultation with employees, identify and address security issues, including the safety of women traveling to and from work on company-related business
- Train security staff and managers to recognise signs of violence against women and understand laws and company policies on human trafficking, labour and sexual exploitation

Company Examples

- Building on a company-initiated study to determine the economic benefits to companies of employee health awareness, a large apparel company partners with health education professionals to offer trainings to employees on reproductive and maternal health, disease prevention and access to care.
- Recognising the need to support working parents, a Kenyan communications company offers free on-site day care and an in-house physician, in addition to comprehensive medical coverage that includes pre- and post-natal care.
- Two Spanish companies offer victims of domestic violence job placement services specifically tailored to their needs to ease transition to the workplace.

Source: Principle 3 – <http://weprinciples.org/Site/Principle3/>

While employment regulations will differ from country to country depending on legislation and practices, some positive private sector internal business practices include:

- providing paid leave for recovery from physical or psychological injury or disability caused by domestic violence, sexual assault or stalking;
- providing medical assistance / other services (counselling, medical care);
- training staff on domestic violence / violence against women;
- training supervisors on how to handle protection orders, what these mean and how to support women who are using a protection order;
- granting time off to seek legal assistance, assisting the employee to take legal action;
- seeking relocation for survivor of violence;¹⁹
- non-discrimination against any employee based on their status as victims of domestic violence, sexual abuse or stalking.²⁰

Corporate social responsibility and community outreach

Private sector organisations understand that addressing issues such as poverty, education, health care and violence against women are also in their best interests; building positive relationships with communities and being able to influence both state and non-state actors to improve services that ultimately increase opportunity for economic growth. Many large corporations have corporate social responsibility policies that provide a framework for the business community or corporate social

responsibility work. Others initiate foundations that work exclusively on development work priorities; for example, the Bill and Melinda Gate's Foundation.

There are some current examples from the Pacific. Digicel PNG has a foundation, as does Vodafone Fiji, and Oil Search (the PNG Oil Search Health Foundation) which works in partnership with the Government of PNG, and other partners, to deliver programmes focusing on education, training and prevention and treatment of diseases including malaria, HIV, tuberculosis, maternal and child health and lifestyle diseases.

Digicel PNG Foundation

'Digicel PNG Foundation has established three Women's Resource Centres and in partnership with UNICEF and the National Department of Health, co-funded five Family Support Centres to assist survivors. As a Foundation, we want to break the cycle of violence through focusing on positive behaviour for affirmative action'.

Source: <http://digicelpngfoundation.org/projects/supporting-the-fight-against-violence-against-women-in-png-2/>

Private sector advocacy

Private sector organisations wield considerable influence with State actors, the business community and the community at large. When businesses come forward and speak out or take a stand on social issues, their voice carries enormous weight. Although the public sector plays a central role in ending domestic violence by enacting and enforcing its laws, private sector companies also have a critical role to play.

In 2014, when the American National Football League was slow to respond to allegations of domestic violence against key players, corporate sponsors took action; threatening to withdraw support. The Australia National Rugby League was quick to respond when South Sydney's grand final-winning centre Kirisome Auva'a was found guilty of assaulting his ex-girlfriend. The NRL said Auva'a would not be allowed to return to the game 'until he has demonstrated behavioural change designed to prevent the recurrence of violent behaviour toward women'.²¹

Examples and case studies: private sector strategies to address VAW

This section provides examples of strategies private sector organisations have used in the Pacific in response to VAW. Strategies cover how they implement key responses; develop internal policies and practices, undertake community development work and advocacy roles.

Examples of private sector internal policy changes

Barrick Gold Corporation Porgera Joint Venture (JVC) mine – PNG

In 2010 allegations of VAW in the community, including sexual violence, were made at the Barrick Gold Corporation (Barrick) Porgera Mine in Papua New Guinea. Allegations involved members of the PJV Asset Protection Department; which is the unit responsible for mine security. Human Rights Watch, an international human rights monitoring group, commenced investigations into these alleged human rights violations. Barrick, in discussion with Human Rights Watch, commissioned external legal counsel and expert investigators to examine situation. This investigation also included the Royal PNG Constabulary, and led to the formation of a special task force, interviewing over 700 employees. Despite already having an employee Code of Conduct in place to guide employee behaviour and actions, it was clear to Barrick that more needed to be done.

In response to the findings Barrick immediately terminated employees found guilty of violating the Code of Conduct as well as those who failed to report breaches of other employees, and reported any criminal conduct it had identified to police.

Barrick then developed a community outreach and response program that involved local women's groups, community groups and stakeholders. A key community partner is the Porgera District Women's Association which was funded to hire a women's welfare liaison officer to provide support and assistance to victims of sexual and domestic violence. The women's welfare officer provides services to women survivors, including assisting survivors in accessing justice, and support networks amongst local leaders and organisations.

Internally, Barrick put in place a range of measures to address violence against women within the workplace. Barrick increased security measures at the mine sites, improved infrastructure such as cameras in key sites as well as company cars and actively recruited more female security personnel. Mandatory staff training in human rights including sexual violence and harassment was also implemented for all PJV security personnel. In addition, Barrick funded local police for further training; sending some to the Fiji Women's Crisis Centre's Regional Training Program. These police in turn worked with the Royal PNG Constabulary to improve their response to VAW.

Barrick began in 2010 and into 2011 to improve its internal grievance mechanisms and expand this to the community, which would be informed and encouraged to come forward with any complaints related to Barrick employees. Grievances would then be assessed using both company and external independent assessors such as the Welfare Liaison Officer of the Porgera District Women's Association.

In addition, new internal policies regarding recruitment, mandatory human rights training and immediate reporting of human rights violations were put into place.

Barrick hired experts to undertake research into the nature and causes of sexual assault and violence and also engaged with both local and international human rights experts to begin developing a human rights framework for the company.

In 2011 Barrick started implementing a major project, *Olgeta Meri Igat Raits* (All Women Have Rights); which included a two stage remediation framework. The remediation framework entailed an individual claims process designed for women who have been the subject of sexual violence or abuse by former employees of the PJV. The second part of the project was the development of community activities designed to provide services to all women who have experienced violence. Currently, the individual claims process has been completed, with over 120 claims assessed and agreed upon; many with remedies already in place. Remedy packages were developed through discussions between claimants and members of the Framework team, and tailored to the specific circumstances of each claimant. They consist of a range of services and financial support components (such as business development grants, trade good credits and bank savings accounts) that will provide a lasting benefit for the claimant'.²² Although recent, Barrick reports that the remedy packages are working towards improving the lives of women; making lasting positive change.

The project is managed through a trust primarily funded by Barrick. It is overseen by an independent body of experts including prominent PNG citizens including: Dame Carol Kidu (former Parliamentarian and Cabinet Minister) and Ume Wainetti, the National Director of the PNG Family and Sexual Violence Action Committee. The focus is on the community programming work with the development and implementation of community projects a priority.

Other outcomes of this project included the development of a national curriculum and standards for family and sexual violence counselling; recognising that there is a lack of trained and qualified counsellors in the country. The project supported the development of proposed standards for PNG as well as an industry group that will monitor these standards; contributing to national outcomes in improving services for survivors of violence.²³

For more information please see the Barrick Gold Corporation Website which displays all correspondence and updates. <http://www.barrick.com/operations/papua-new-guinea/porgera/default.aspx>.

New Britain Palm Oil (NBPO) - Guadalcanal Plains Palm Oil Limited (GPPOL)

'New Britain Palm Oil (NBPO) believes that business has a responsibility to respect, support and uphold fundamental human rights as expressed in the Universal Declaration for Human Rights and its two covenants. Our commitment extends to any human being affected by our operations, including employees, suppliers, smallholders and people in communities surrounding our operations' (*extracted from NBPO's Human Rights Policy*).²⁴ Its operations through the GPPOL have been proactive in implementing these policies; including a zero tolerance policy on VAW.

NBPO's human rights policy, put in place in 2010 includes a total ban on sexual harassment in the workplace and awareness building and support for victims of domestic violence. GPPOL has a sexual harassment and domestic violence policy which includes:

- A policy statement prohibiting sexual harassment.
- Clear definitions of sexual harassment, VAW.
- Complaints / grievance procedure.
- Disciplinary rules and penalties against those that engage in sexual harassment / violence and those who make false accusations of it.
- Protective and remedial measures for the victim.
- Provision of health care, nurse services.
- Promotional and educational programs to explain the company's policy on sexual harassment / VAW and to raise awareness.²⁵

Regina Pokana, GPPOL's Community Liaison and Counsellor confirmed the policy began in response to the global policy commitments, but also in response to the company's needs. GPPOL's operations involve men and women working together in rural areas with shared housing compounds. As issues related to VAW arose, the company committed to addressing the issue by putting in place clear policies which included a grievance procedure for sexual harassment and violence against women. Staff nurses are also responsible for reporting incidences of violence. There is a zero tolerance to violence policy within GPPOL; which endeavours to deal with grievances raised within a 24-hour period.

FMF Foods Limited – Fiji

FMF Food Limited, a Fiji owned and run corporation has implemented policies which address VAW as well as sexual harassment including: a zero tolerance policy on all forms of violence and harassment as well as a sexual harassment policy. The sexual harassment policy outlines key steps, which employees can implement if they are confronted with or witness sexual harassment at work. These policies are all part of FMF Foods Limited plans to increase women in their workforce. Within a two-year period FMF has increased the percentage of women employees from 10–21%.²⁶ Their approach is through the implementation of simple and easy to understand policies which are enforced through key messages, training and staff events including participation in an 'Elimination of VAW' week.

Community outreach and corporate social responsibility

Digicel Foundation PNG

In partnership with the PNG Family and Sexual Violence Action Committee and the District Councils, the Digicel PNG Foundation has supported the construction of, and services for, four *Meri Seif Haus* (Women's Shelters) in Milne Bay, Alotau, Lae, and in Kaugere settlement, Port Moresby. The safe

houses provide temporary accommodation and services including referrals to hospitals, counselling and care for women and children who have been subjected to violence including sexual violence. In launching the safe house in Alotau in 2010, the then CEO of Digicel PNG, Ms. Marina Van Der Vlies stated, *'Through (our partners) expertise and their existing relationship with the Alotau township community, they can help increase awareness about gender equality and domestic violence. We hope that this facility will empower communities to protect women and children.'*²⁷

The mWomen Service: Vodafone Fiji

mWomen is a mobile technology service for the women and children of Fiji. Launched in July 2013, the mWomen Service through Vodafone provides an SMS based counsellor and is a two-way interactive service where victims of domestic violence and child and sexual abuse can seek counselling and legal advice from lawyers and trained Empower Pacific staff. This initiative by the Foundation is part of its Mobile for Good programme that seeks to better the lives of people through mobile technology.

The Service believes that 'together we can reduce abuse, assault and violence which is currently impeding the success of our community'.²⁸

Digicel and Blue Sky Samoa Support to the Samoa Victims Support Group

In Samoa, UN Women Pacific Fund and the UN Trust Fund to End Violence against Women support the work of Samoa Victim Support Group (SVSG). SVSG provides counselling, support and services to community members who have been subjected to violence. In addition, SVSG provides training and advocacy on violence against women, domestic violence and training community members to report and respond to violations when they occur. The Pacific Fund grant supported the establishment of a hotline throughout the country, and two phone companies, BlueSky and Digicel, have donated connectivity to make it work. Digicel sponsors and supports the only 24/7 Helpline of the Samoa Victims Support Group which is the only community organisation that offers counselling and support services to those who are subjected to all forms of violence. The Helpline has provided solace and life-saving services to victims of violence who sadly are mostly women, girls and children.²⁹

Digicel Samoa also hosted and sponsored the 'Ray of Hope for the Samoa Victims Support Group' Concert alongside the Small Island Developing States Conference, which raised funds and raised awareness on issues surrounding violence and domestic violence. The concert and these efforts were filmed by the New Zealand program *Tangata Pasifika* and are available on YouTube.³⁰

Yumi Lukautim Mosbi Project - PNG

A previous initiative, which deserves mention, is the *Yumi Lukautim Mosbi* Project (YLM). This project completed in 2012, worked with local businesses, community members and government agencies to raise awareness of violence against women and provide safe spaces for women experiencing violence. The project provided mentoring, training, sports activities and other support for urban youth.

The project worked in partnership with over 50 businesses. Business partners literally ‘opened their doors’ by providing *meri seif pleses* (women’s safe places) in their stores and offices; places where women could go to get help, call the police and be protected. Participating businesses would receive support from the project’s urban support team, and a sign identifying their business premise as a *meri seif ples*.³¹ Private sector companies were partners on this project including pharmacies, hardware stores and coffee shops.

Active examples of the corporate sector contributing to YLM initiatives include:

- A toll-free call centre and free evacuation for victims of family and sexual violence
- *Meri seif pleses* in public places, business houses and government offices
- Free respite centres
- Free training centres for marginalised youth
- Free communications for community user groups for the purposes of law and order
- International governments offering decommissioned buses to the National Capital District Commission purposed to make public transport safer in Port Moresby for women and children in particular.

Source: YLM website: <http://www.yumilukautimmosbi.org.pg/node/62>

Advocacy

Digicel PNG Foundation – ‘Men with Honour’ Awards

In 2014, Digicel PNG Foundation launched the ‘Men with Honour’ Awards in partnership with the National Capital District Commission during the 39th Independence Celebrations of PNG under the theme, *Unity by Diversity – Prosperity without Violence*. The purpose of the Award is to promote Papua New Guinean men who are living these values and changing their communities for the better.³² This is the first award of its kind in PNG. Nominations for the Awards are on-going and the awards will be announced in 2015. ‘Douveri Henao, one of the judges said, ‘it is indeed an honour and privilege to be part of a campaign that is aimed at addressing violence in Papua New Guinea and recognising true male champions who are role models of positive behaviour. My fellow judges and I agreed to be a part of the judging panel because we truly believe this campaign will change attitudes and create an anti-violence culture in Papua New Guinea.’ The Awards is a solid example of a private sector advocacy activity. The Awards will be given media attention, and the winners honoured at a gala dinner in 2015. Advocacy events of this kind are useful in highlighting positive behaviours and creating social change.

PNG Business Coalition for Women

The PNG Business Coalition for Women (BCFW) (also known as ‘The Business Coalition’ or ‘The Coalition’) is a registered membership organisation established in March 2014 to drive women’s economic development and promote equality in Papua New Guinea (PNG). The Business Coalition supports member organisations to recruit, retain and promote women and to enable their full participation in the private sector, including as suppliers and customers, and in doing so harnesses the private sector to advance the status of women in PNG.

BCFW supports economic development by helping PNG's private sector to recruit, retain and promote women – as employees, leaders and business partners. The association is distinctive because it is a coalition *for* women, not of women. Half the coalition's board members are men who are firmly committed to advancing women's rights, career development and income. The four priority areas of the Coalition are:

1. To ensure that all work places are free from violence and that PNG businesses are supporting female staff who are survivors of gender-based violence.
2. To innovate and promote gender smart workplace policies and practices in all our members in order to create more opportunities for women to have better jobs and to catalyse business growth through better access to talent.
3. To promote career development of women into leadership positions within member businesses through mentoring and other talent
4. To expand opportunities for women owned businesses in members' supply and distribution networks.

Solutions for overcoming the challenges faced by women in the workforce go beyond individual firms and the PNG private sector is working together through the BCFW to address these issues as a collective. Over 50 private sector organisations representing both national and international interests are currently members.³³

The BCFW Addressing Violence Working Group, in partnership with the International Finance Corporation (member of the World Bank), the University of New South Wales and the Pacific Adventist University of PNG is undertaking a project that will assist private sector employers to address family and sexual violence (FSV). The project has several activities, initially undertaking research into employer's experience in addressing FSV in the workplace. This research informed the development of a draft Family and Sexual Violence Policy for the workplace alongside implementation guidelines for employers which has been workshopped and reviewed by the BCFW members and will be available by the end of December 2014. The policy also provides guidance to employer responses to survivors of FSV as well as facilitating a safe workplace for all employees.³⁴ This project works within the business community by highlighting the issues, providing information and the tools to address FSV as well as providing the training and support to implement changes; and in this manner advocates internally within the business community to change internal policies and practices to address FSV.

The IFC and the BCFW provide support and networking opportunities that enable businesses to improve opportunities for women; identified as critical in this is the need to address violence against women. According to the IFC's Representative in PNG, Carolyn Blacklock, 'Firms like Oilmin Holdings told us that their workforce was brimming with talented women, but they were unable to promote them

beyond a certain level because in their business (extractive industries), senior leaders need to be able to manage remote field sites. The risk of violence against a lone woman in that environment is so great that the company is not willing to take it, so they lose the opportunity to leverage and fully develop the talent they have.

Another firm servicing the extractives industry, landowner company NCS Holdings, has taken a stand against domestic violence and implemented rigorous policies, including terminating any known perpetrators on their staff. They want to go further towards supporting employees who are survivors but cannot be the only company taking a tough stand: this would not end the violence but simply push the problem elsewhere'.³⁵

More examples of private sector responses to VAW in the Pacific are noted in Annex 3.

Lessons learnt

Research

- There is limited analysis of the costs of violence on the business sector as well as on national economies. Evidence of costs to businesses of violence would help create awareness of both the economic and social imperatives to address violence against women and help to inform and mobilise support from government and private sector.
- While there are some great examples of private sector initiatives in the region, there is little information available on the successes and impacts of these initiatives. More research and monitoring are needed to support private sector responses to addressing VAW.

Partnerships

- The private sector needs to be open to working together with both State and non-State actors in addressing violence against women; working with existing women's organisations that have expertise in addressing VAW.
- Participation of women needs to be ensured in order to develop private sector responses that really address women's lived realities. Women employees, community members and women's groups need to be engaged and involved in the development of private sector responses.
- Examples collected are largely from Papua New Guinea, which has a large private sector. Outside of PNG and perhaps Fiji, private sector organisations are less networked globally; specific assistance in networking between private sector organisations; including small and medium scale business should be supported.

Resources and Policy Development

- Several toolkits / frameworks and implementation guides exist. All of these tools are useful in providing guidance to the private sector in their responses to VAW. These can be further developed for the Pacific, with Pacific examples as a resource for private sector organisations; specifically for small island states where small and medium industries often do not have large supportive corporate structures.
- Lessons from Barrick, GPPO and others highlight that it is better for the private sector to be 'pro-active' in developing policies, rather than reactive and only developing them after a crisis situation occurs. Given the global principles on business and human rights, it is imperative that the private sector responds internally with systems and policies to address VAW in the workplace. Some companies have developed policies and struggle with implementation, and some have instituted very strong 'zero tolerance' policies. Private sector organisations can support each other with lessons learned and examples; sharing company practices as appropriate.

Advocacy

- Given the strength, diversity and outreach of the private sector, this sector can be a leading player in community responses; including supporting community work, highlighting the issues of VAW, and being an active partner in advocating for social change to address VAW and increase women's economic empowerment.

Annex 1: List of people consulted

Name	Organisation	Position
Joshua de Bruin	Cardno Emerging Markets (Australia) Pty Ltd	Deputy Business Unit Manager
Regina Gatu Pokana	New Britain Palm Oil – Guadalcanal Plains	Community Liaison and Counsellor
Patrick Bindon	Barrick Australia Pacific Ltd.	Corporate Affairs Specialist
Melissa Alvarado and Nicolas Burniat	UN Women	VAW Coordinator Deputy Resident Coordinator
Amy Luinstra	International Finance Corporation	Senior Operations Officer – Gender East Asia Pacific
Steve Sims	Consultant	Previous manager of YLM PNG
Tim Rwabuhemba	UNAIDS	Country Coordinator, Pacific Region and formerly PNG
Edwina Kotoisuva	PNG Access to Law and Justice Program	VAW Advisor
Kirti Sharma	Group Human Resource Manager	FMF Foods Ltd
Jeff Liew	UNDP PC Pacific Financial Inclusion Programme	Regional Financial Capacity Adviser
Shamima Ali	Fiji Women’s Crisis Centre	Coordinator
Alisi Tuqa	Pacific Islands Private Sector Organisation	Programme Officer
Angela Thomas	Human Security Officer	Pacific Islands Forum Secretariat

Annex 2: Key international and regional instruments and guiding principles

Pacific island nations have committed internationally and regionally to promoting the advancement of women and to gender equality. International and regional instruments, and guiding principles on gender equality provide useful frameworks for addressing VAW. The following is a list of some key instruments and principles related to women's economic empowerment and VAW.

The Convention on the Elimination of all forms of Discrimination against Women

The Convention on the Elimination of all forms of Discrimination against Women is the international convention, which sets out clear standards and obligations of States in progressing gender equality that ensures the full development and advancement of women. CEDAW commits States to undertake all appropriate measures; including enacting legislation for the purpose of guaranteeing women the human rights and fundamental freedoms on a basis of equality with men. CEDAW has specific articles that provide guidance on women's safety and security as well as women's employment specifically: Articles 1 (discrimination), 2 (policy measures) 3 (equality with men), 5 (elimination of prejudices and stereotyped roles) and 8 (employment). Only two countries in the Pacific, Tonga and Palau have not yet ratified CEDAW.

Pacific Leaders' Gender Equality Declaration 2012

At the 2012 Pacific Island Forum, Leaders adopted the Pacific Leaders' Gender Equality Declaration.³⁶ This reaffirms Leaders' commitment to gender responsive policies and programmes targeting violence against women, embracing women's participation in all levels of decision-making, promoting gender responsive legislation, and overall aims to improve equality of outcomes for women. The Declaration further refers to the need for increased representation of women in the private sector and for an increased proportion of women in senior positions in the public sector and in state-owned enterprises. To fulfil the Leaders' commitment, it was recognised that necessary investments in capacity building and the development and resourcing of policies, programs, implementation and accountability mechanisms, are critical to galvanise real progress towards gender equality.³⁷

The Revised Pacific Platform for Action on Advancement of Women and Gender Equality 2005–2015

The Revised Pacific Platform for Action on Advancement of Women and Gender Equality offers targets and indicators on women's rights and gender equality and is a reference for developing national gender equality policies and supporting the integration of gender concerns in a broad range of sectors including women's legal and human rights and women's economic empowerment. One of the priority areas for action is for States to ensure that the law upholds women's rights to equal opportunity in all fields of employment.³⁸

International Labour Organisation conventions and standards

The International Labour Organisation (ILO) does not have a specific set of standards or a convention devoted to addressing violence against women in the workplace. However, the ILO recognises that violence against women is clearly at odds with workplace health and safety. Existing related ILO standards on gender equality and discrimination include: the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), which is ratified by almost all 185 member States. The Indigenous and Tribal Peoples Convention, 1989 (No. 169), Article 20(3) specifically calls for protection against sexual harassment. Recent standards that refer directly to gender-based violence include the Domestic Workers Convention, 2011 (No. 189), and the HIV and AIDS Recommendation, 2010 (No. 200).³⁹

University of New South Wales' *Safe at Home, Safe at Work* – 7 Key Principles

The *Safe at Home, Safe at Work* project is funded by the Department of Education, Employment and Workplace Relations, Australia to address the impact of domestic violence in the workplace and promote domestic violence entitlements. The 7 Key Principles (below) developed by UNSW's *Safe at Home, Safe at Work* (SAHSAW) program were recognised as international good practice at the 57th Session of the UN's Commission on the Status of Women in 2013.

Key Principles

1. Dedicated additional paid leave for employees experiencing family or domestic violence;
2. Confidentiality of employee details must be assured and respected;
3. Workplace safety planning strategies to ensure protection of employees should be developed and clearly understood by the parties concerned;
4. The agreement should provide for referral of employees to appropriate domestic violence support services;
5. Provision of appropriate training and paid time off work for agreed roles for nominated contact persons (including union delegates of health and safety representatives if necessary);
6. Employees entitled to family and domestic violence leave should also be able to access flexible work arrangements where appropriate; and
7. Employees must be protected against adverse action or discrimination on the basis of their disclosure of, experience of, or perceived experience of, family and domestic violence.

Source: extracted from <http://www.dvandwork.unsw.edu.au/key-principles-and-clauses>

UN's Guiding Principles for Business and Human Rights

The Guiding Principles for Business and Human Rights were endorsed by the UN Human Rights Council in 2011 and set out fundamental principles for the *Protect, Respect and Remedy Framework* developed for transnational corporations and other business enterprises. While the principles do not specifically address violence against women in the workplace, they set out broad standards of compliance to human rights principles for the private sector. The Guiding Principles are grounded in recognition of:

- states' existing obligations to respect, protect and fulfil human rights and fundamental freedoms;
- the role of business enterprises as specialised organs of society performing specialised functions, required to comply with all applicable laws and to respect human rights; and

- the need for rights and obligations to be matched to appropriate and effective remedies when breached.

These Guiding Principles apply to all States and to all business enterprises, both transnational and others, regardless of their size, sector, location, ownership and structure.⁴⁰

Women's Empowerment Principles

The Women's Empowerment Principles were developed by UN Women, the UN Global Compact in partnership with private sector organisations; adapted from the Calvert Women's Principles TM. The WEP offers seven steps to guide business on how to empower women in the workplace, marketplace and community. The Principles emphasise the business case for corporate action to promote gender equality and women's empowerment and are informed by real-life business practices and input gathered from across the globe.⁴¹

Private sector companies are encouraged to support the Women's Empowerment Principles and to sign a CEO Statement of Support and to work towards progressing all seven principles within their company. Principle 3 specifically addresses violence against women in the workplace and sets in place standards to address VAW for businesses. Almost 900 businesses globally have signed the WEPs; several of which have subsidiary companies or branches operating in the Pacific including ASB Financial Services (NZ), ANZ Bank (Australia), Coca Cola Amatil (NZ), Deloitte (NZ), Fujitsu (NZ), Price Waterhouse Coopers (NZ), Vodafone (NZ), Carnival Australia and Westpac (Aus).⁴²

Voluntary Principles on Security and Human Rights

Initiated in 2000, The Voluntary Principles are the only human rights guidelines designed specifically for extractive sector companies. Participants in the Voluntary Principles Initiative—including governments, companies, and non-government organisations—agree to proactively implement or assist in the implementation of the Voluntary Principles.

In 2010 Barrick signed up to the Voluntary Principles on Security and Human Rights (<http://www.voluntaryprinciples.org>), which were designed specifically for extractive sector companies and engaged with international experts and national stakeholders to monitor these principles.

Annex 3: Other private sector initiatives and joint projects

Markets 4 Change – UN Women in partnership with private sector organisations and town councils / market councils.

UN Women works with women market vendors in Vanuatu, Fiji and Solomon Islands under the *Markets for Change* program. Although in its early stages, UN Women is working with the private sector on how the private sector can address and initiate measures to address VAW across Solomon Islands and Vanuatu. The proposal is to use ICT services (similar to the hotline for the Samoa Victim Support Group) and to explore options on getting ICT services available (through the private sector) for market vendors for.

Samoa Women in Business Development Inc.

The emphasis of this organisation's work is on the economic development of rural families. Work in addressing VAW started in 1990s and consisted of income generation work for women and peer-to-peer discussions with men. As the women's projects grew, the organisation recognised the need to involve men and to work on behavioural change activities with them. The organisation focuses on the family as a unit and works to address violence within the family through its approaches.

Source: Faumuina Tafuna'i, Media Officer, Women in Business Development Inc, Samoa

Digicel Samoa

In partnership with UN Women, Digicel Samoa is providing assistance to the Ministry for Women, Community and Social Development in promoting the *16 Days of Activism* through the promotion of a *16 Ways to End Violence against Women and Girls* awareness campaign. Throughout the 16 days, Digicel encouraged participants to share ways in which they are contributing to ending violence in Samoa with an awards ceremony held on 10 December 2014.

Annex 4: Resources and notes

Resources

Fiji Women's Crisis Centre 2013, *Somebody's Life, Everybody's Business*; National Research on Women's Health and Life Experiences in Fiji (2010/11)

Gender, Equality and Development, 'Intimate Partner Violence: Economic Costs and Implication for Growth and Development', World Bank, 2013

Ma'a Fafine Moe Faimili Tonga (MFFT) National Study on Domestic Violence against Women in Tonga (2012),

OHCHR 2011, *Guiding Principles on Business and Human Rights*; implementing the United Nations Respect, Protect and Remedy Framework

OLGETA MERI IGAT RAITIS '*All women have rights*' A framework of remediation initiatives in response to violence against women in the Porgera Valley; commissioned by Barrick Gold Corporation

Partnership for Prevention, Domestic Violence and the Workplace
<http://www.tpchd.org/files/library/c9df481abc6a4b5d.pdf>

Sharp, Rhonda, *Budgeting for equity: Gender budget initiatives within a framework of performance oriented budgeting* UNIFEM 2003

Taylor, Charlotte and Michael, Sivendra, *Gender domestic violence and its big bite on small island states- Fiji, Solomon Islands and Vanuatu*, 2013

University of New South Wales, *Safe at Work, Safe at Home* project – tools and resources –
<http://www.dvandwork.unsw.edu.au/resources>

Vanuatu Women's Centre, (2011). *Vanuatu National Survey on Women's Lives and Family Relationships*, Vanuatu Women's Centre in Partnership with the Vanuatu National Statistics Office

WHO 2013, *Responding to intimate partner violence and sexual violence against women*; WHO clinical and policy guidelines

Women's Empowerment Principles – Tools and Resources –
<http://weprinciples.org/Site/ToolsAndReportingWepMaterials/>

Work safe BC, *Domestic Violence in the Workplace Fact Sheet* –
www.worksafebc.com/domesticviolence

Notes

- 1 Note for the purposes of this paper, the term VAW will be used as the term which encompasses all forms of violence against women; this term is inclusive of domestic violence and family and sexual violence
- 2 <http://aid.dfat.gov.au/aidpolicy/developmentpolicy/Pages/gender-equality.aspx>
- 3 *Intimate Partner Violence*, World Bank. p. 20.
- 4 Duvvury, N., Callan, A., Carney, P., Raghavendra, S. 2013, 'Intimate Partner Violence' Economic Costs and Implications for Growth and Development', The World Bank
- 5 This section is an excerpt from: *Gender, Equality and Development, 'Intimate Partner Violence: Economic Costs and Implication for Growth and Development'*, The World Bank, 2013. p.15.
- 6 Taylor, Charlotte and Michael, Sivendra, *Gender domestic violence and its big bite on small island states- Fiji, Solomon Islands and Vanuatu*, 2013
- 7 Fiji Times, 'Violence Cost \$498m' Friday, July 06, 2012
- 8 Taylor, p. 6.

- 9 Extracted from https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2013/07/Gap_in_Gender_Gap_VAW.pdf
- 10 Vanuatu Women's Centre, (2011). Vanuatu National Survey on Women's Lives and Family Relationships, Vanuatu Women's Centre in Partnership with the Vanuatu National Statistics Office
- 11 Fiji Women's Crisis Centre 2013, Somebody's Life, Everybody's Business; National Research on Women's Health and Life Experiences in Fiji (2010/11)
- 12 Ma'a Fafine Moe Faimili Tonga (MFFT) National Study on Domestic Violence Against Women in Tonga (2012), page 59
- 13 Pacific Islands Forum Secretariat Sexual and Gender Based Violence Reference Group TOR on costing studies 2014
- 14 http://www2.worksafebc.com/pdfs/Violence/factsheet_why_employers_should_care.pdf
- 15 American Institute on Domestic Violence 2002 reprinted in Partnership for Prevention: Domestic Violence in the Workplace, p. 2
- 16 <http://www.worldbank.org/content/dam/Worldbank/document/Gender/Duvvury%20et%20al.%202013%20Intimate%20Partner%20Violence.%20Economic%20costs%20and%20implications%20for%20growth%20and%20development%20VAP%20No.3%20Nov%202013.pdf>, p. 11
- 17 World Bank , p. 8
- 18 <http://weprinciples.org/Site/Overview/>
- 19 <http://www.shrm.org/legalissues/stateandlocalresources/pages/victims-domestic-violence-state-federal-laws.aspx#sthash.dAdGSuM6.dpuf>
- 20 Employer Obligations to Employees Who are Victims of Domestic Violence (2013) : <http://www.shrm.org/legalissues/stateandlocalresources/pages/victims-domestic-violence-state-federal-laws.aspx#sthash.dAdGSuM6.dpuf> source <http://www.jacksonlewis.com/resources.php?NewsID=4622>
- 21 <https://au.sports.yahoo.com/league/news/article/-/25509541/nrl-bans-player-over-domestic-violence-conviction/>
- 22 <http://www.barrick.com/files/porgera/Continued-progress-of-claims-under-the-Porgera-Remediation-Framework.pdf>
- 23 Discussions with Patrick Bindon, Corporate Affairs Specialist, Barrick Australia – Pacific Limited
- 24 <http://www.nbpol.com.pg/wp-content/uploads/downloads/2011/06/New-Britain-Palm-Oil-Human-Rights-Policy-FINAL.pdf>
- 25 <http://www.nbpol.com.pg/wp-content/uploads/downloads/2011/02/Sexual-Harrassment-Policy.pdf>
- 26 email with Kirti Sharma, Group Human Resource Manager, FMF Foods Ltd (28/11/14)
- 27 Digicel Foundation Statement, 'Building a Better Future', December 2010
- 28 Those seeking legal and emotional counselling can dial 727#, choose option 2 and then 1 and enter their enquiry. The SMS Counsellor seeks to
 - educate people on options available to address their problem
 - provide the client support which may not otherwise be possible face-to-face
 - help address issues in a positive way, provide a medium to link up with the Legal Aid and Empower Pacific, raise awareness that there are organisations and individuals ready to help
 - empower families and communities.
 (Source:<http://foundation.vodafone.com.fj/resources/uploads/embeds/file/jeevan20.pdf>)
- 29 <http://www.digicelsamoa.com/en/about/news/un-women-executive-director-phumzile-mlambo-ngcuka-praises-digicels-support-to-samoa-victims-support-group-at-inaugural-country-visit>
- 30 <https://www.youtube.com/watch?v=1SAInV04rkM> Part 2
<https://www.youtube.com/watch?v=y0qO9WO6V8k> Part 3
<https://www.youtube.com/watch?v=9IVxWGACIFQ>
- 31 <http://www.yumilukautimmosbi.org.pg/msp>
- 32 <http://digicelpngfoundation.org/news/men-honour-awards-supporting-prosperity-violence-independence/>
- 33 IFC, email correspondence – Amy Luinstra, 10 Nov 2014
- 34 Draft Family and Sexual Violence Policy 2014
- 35 http://www.ifc.org/wps/wcm/connect/region__ext_content/regions/east+asia+and+the+pacific/news/coalition+to+tackle+gender+equality-what+common+sense+makes+good+business+sense+too

- 36 <http://www.forumsec.org/resources/uploads/attachments/documents/2012%20Forum%20Communique,%20Rarotonga,%20Cook%20Islands%2028-30%20Aug1.pdf>
- 37 Extracted from Pacific Women's Mapping of Existing Legislation, Programs and other Mechanisms to support Women's Leadership in the Pacific.
- 38 <http://www.spc.int/images/publications/en/Divisions/Hdp/9thTriennialen.pdf>
- 39 Extracted from Commission on the Status of Women 57th Session, AUSTRALIA/ILO Side Event on the impact of domestic violence in the workplace, Wednesday 6 March 2013, Concept Note
- 40 Extracted from http://www.ohchr.org/documents/publications/GuidingprinciplesBusinesshr_en.pdf
- 41 <http://weprinciples.org/>
- 42 <http://weprinciples.org/Site/Companies/>