

Challenges and opportunities that engineering presents for women in the infrastructure sector

Journey to working in infrastructure by Kisolet Posanau,
GHD



**PRIF
WEEK
2022**



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About GHD

- GHD is a global enterprise of about 11,000 people. It is wholly employee-owned.
- We are guided by our core purpose *'Together with our clients, we create lasting community benefits.'*
- GHD has long had a vested interest in the Indo-Pacific region and our strategy in the Indo-Pacific has always been about providing our services with *an emphasis on the training of local engineers and staff, building capacity, for them to be self-reliant in the future and giving back to the local communities.*
- We have had an established base in PNG for 14 years but prior to that, we have always been involved in projects in PNG.
- GHD in PNG has a small core team of largely geotechnical engineers, scientists and project managers who support the wider capabilities of a global GHD in engineering, environmental sciences, project management and advisory services.



1. Gordons market redevelopment
2. Some of the staff in the office
3. Team bonding dinner with Ash
4. GHD Futsal team with some family members
5. Kendja out on field work



Some key milestones in GESI in PNG

- Gordons market redevelopment which was funded by NZMFAT and UN Women (opened late 2019)
- Recruiting 2 women this year to the PNG office (mid 2022)
- All GHD staff attended training session on PSEAH (Preventing Sexual Exploitation, Abuse and Harassment) – August 2022
- Putting a GHD Futsal team for a corporate soccer event brought families together
- Australia Business has launched a new e-learning module that focuses on LGBTQIA+ inclusion in the workplace.

Opportunities and challenges



- Equal opportunity for women to attend training
- Women in Leadership program
- Project Management course for women in the Pacific
- Great managers and leaders/multi-tasking
- Leaving our families for a long period
- Missing out on milestone development for your child
- Security
- Discrimination

Some take home in future of infrastructure

- Collaboration
- Build momentum
- Client relationships
- Co-creation
- Solution development
- Self-reliant and sustainability
- Future Communities
- Be creative, innovative and yet be profitable