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PNG BUSINESS COALITION FOR WOMEN

NEWSLETTER



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We celebrated our 10th Anniversary!

Key statistics include:

- Membership growth: From 77 members in 2023 to 83 members in 2024.
- Employee representation: Over 52,000 employees, including 14,789 women.
- Leadership representation: 46% of middle managers and 46% of top managers are women.

- Board representation: Women hold 22% of board positions.
- Policy implementation: Over 35 companies have implemented FSV policies, and over 20 companies have implemented ASH policies.
- GSS audits: 6 companies have conducted GSS audits.



To read more visit our website: <https://www.pngbcfw.org/resources/articles/png-labour-market-key-recommendations>

Message from our Executive Director



This quarter, we celebrated 10 years of the coalition and thanked our members for their commitment to increasing women's representation and supporting our organization through sponsorship, speaking engagements, board representation, and research participation.

I want to acknowledge our key partners over the past 10 years, International Finance Corporation (IFC) and the Australian Government for their ongoing funding support through the Pacific Women Shaping Pacific Development and PNG Women Lead.

Our mission, guided by the private sector, was to increase the representation of women in the formal sector and decision-making roles. We have done this by addressing violence, providing leadership training, supporting research, and

advocating for women's rights, such as our contributions in September 2024, to the PNG shadow report on The Convention on the Elimination of All Forms of Discrimination against Women. See p. 6

In 2015, we launched Certificate IV in Leadership and Management with Wings Education, followed by the Senior Executive Women's Program and the Foundations for Directorship in 2019 with Aila Consulting and the Australian Institute of Company Directors. As of 2024, over 500 women have completed BCFW leadership programs.

Data from our membership shows an increase in representation.

- 39% representation of PNG women in middle management.
- 29% representation of PNG Women in top management.
- 10% representation of PNG women on boards.

In the research we conducted with PSDI and launched 3 weeks ago we are seeing a positive shift from 2021 findings to 2024 findings. The study shows that women as board chairs have increased from 4% to 7%, women as directors have increased from

19% to 23% and women as CEOs have increased from 5% to 9%. See p. 3

In 2015, the ODI report on 'Gender Violence in PNG the Cost to Business' was launched, revealing that 68% of survey participants experienced gender-based violence in the past year. This propelled the development of a Family and Sexual Violence Policy by BCFW, leading to collaborations with companies and the establishment of Bel Isi PNG in 2018, which addresses Family and Sexual Violence through a public-private partnership.

The progress we've made is due to the work of civil society organizations and advocacy groups, legislative changes, and the development of a national strategy. While there is still a long way to go, our research on Workplace Responses to FSV in PNG is showing positive changes in attitudes and behaviour, giving us hope for the future.

An independent evaluation by Lyla Rogan of our programs from 2018-2023 shows positive change among our members and individuals. If interested, you can find the report [here](#).

Women In Business Leadership Report Launch



A recent report from the Asian Development Bank's Pacific Private Sector Development Initiative (PSDI) in partnership with BCFW highlighted the progress of women in business leadership in Papua New Guinea.

The report found that the proportion of women in business leadership roles is steadily increasing, but still lags behind the Pacific regional average. Efforts are underway to increase the number of women in leadership roles, and the representation of women in senior leadership positions is

expected to continue growing.

The report also revealed that women directors in PNG increased from 19% to 23%, and the proportion of women CEOs grew from 5% to 9%.

Additionally, there was an encouraging increase in women's representation as directors on state-owned enterprise boards from 6% to 18%.

The Papua New Guinea Institute of Directors (PNGID) and BCFW are actively working to increase women's representation in board positions and promote the safety, equity, and empowerment of women and girls for the benefit of national development and progress for all Papua New Guineans.

The report's key findings for PNG include:

- Board directors: 23% in 2024, up from 19% in 2021.
- Board chairs: 7% in 2024, up from 4% in 2021.



- Deputy board chairs: 9% in 2024, down from 18% in 2021.
- CEO's: 9% in 2024, up from 5% in 2021.

Boards with no women directors decreased from 44% in 2021 to 25% in 2024, and boards with gender parity or greater than 50% women decreased from 9% in 2021 to 7% in 2024.

Overall, efforts are being made to advance women in business leadership in PNG, with positive trends in women's representation in leadership roles.



Business Coalition for Women Independent Evaluation

This year we commissioned an independent evaluation of our programs from 2018 to 2023, focusing on the following programs:

Key findings and lessons learned:

Women in Leadership:

- This program successfully increased the number of women in leadership positions within member companies.
- Mentorship and development initiatives played a crucial role in supporting women's career advancement.
- Advocacy for gender-inclusive policies and practices was essential in creating a more enabling environment for women's leadership.

Gender-Based Violence (GBV):

- BCFW's efforts to raise awareness of gender-based violence (GBV) and establish safe reporting mechanisms led to increased reporting and support for survivors.

- Partnerships with government agencies, NGOs, and community organizations were critical in addressing the complex issue of gender-based violence (GBV).

- A comprehensive approach involving prevention, response, and recovery was necessary to effectively address gender-based violence (GBV).

Gender Smart Safety (GSS):

- This program promoted safer workplaces for women through training, policy development, and implementation of safety measures.
- The program empowered women to report and address safety concerns.
- Integrating a gender perspective into safety initiatives was essential for addressing women-specific safety needs.

Overall, the evaluation highlighted the positive impact of BCFW's programs in advancing gender equality and women's empowerment in PNG.

Key recommendations for future work:

- For BCFW to invest in programs that support women's career advancement and leadership skills.
- To expand and improve services for survivors and implement comprehensive prevention strategies.
- To integrate gender considerations into all safety initiatives across sectors.
- To strengthen monitoring and evaluation systems to track progress and inform program improvement.
- To foster partnerships with government, NGOs, and communities to advocate for policy change and create a more enabling environment for women.

We plan to use these findings and recommendations to inform our future work and continue to make a positive impact on the lives of women and girls in Papua New Guinea (PNG).

You can find the report [here](#).

Quarter 3 Highlights

Certificate IV in Leadership and Management – Online cohorts graduation

On the 21st of August 2024, six women proudly achieved their Certificate IV in Leadership and Management.

This group participated in an online training program in partnership with TAFE Queensland. Unlike previous ceremonies, this year's was more intimate with the graduates and a special guest who shared inspiring words on

embracing their unique leadership journey and leading with confidence.

We celebrate the dedication of these women and express our gratitude to their respective sponsors and companies for investing in their growth.

Empowering women in leadership is not just impactful – its Smart business!



Family and Sexual Violence (FSV) training with the Department of Finance



Our team from the Prevention of gender based violence and workplace safety Pillar provided a two-day training on implementing the Family and Sexual Violence Policy for 14 managers from the Department of Finance.

The training covered:

1. What Family and Sexual Violence (FSV) is,

2. Its effects in the workplace.

3. Understanding the Family and Sexual Violence (FSV) policy to help them adapt BCFW's model policy or implement an existing one.

4. Identifying available support services.

5. Framework on how to respond to staff disclosures.

FAMILY AND SEXUAL VIOLENCE (FSV) FORUM

NOVEMBER 21ST 2024



Quarter 3 Highlights

BCFW partners with PNG Institutional Partnership Program (PIPP) to further GEDSI in the Public Service



PNGAus Partnership

Our recent partnership with the PNG Institutional Partnership Program (PIPP) is under Abt Global. This collaboration represents the first of its kind for BCFW and involves nine PIPP agencies in total. The program focuses on strengthening institutional relationships between PNG and Australia, with a strong commitment to advancing gender equality, disability, and social inclusion (GEDSI). By partnering with Australian Government agencies and their PNG counterparts, our joint efforts aim to create safer, more inclusive workplaces and embed GEDSI principles effectively across all participating agencies.

Civil Society Write-Shop to Prepare Convention on the Elimination of Discrimination against Women (CEDAW) Shadow Report

On September 18 and 20, GBV Advocacy participated in a CSO write-shop to prepare a shadow report for Papua New Guinea's CEDAW 4th-6th cycle report. Co-led by Advancing PNG Women Leaders Network Inc, BCFW, and Magna Carta PNG, the event included both in-person and online participation. It covered CEDAW reporting

framework, UN perspectives on effective reporting, and thematic issues. During the workshop, BCFW also organized a press conference to address urgent concerns in Pogeru. By the end of the write-shop, a CSO shadow reporting team was formed to review the state report in November 2024.



Featured Company this Quarter



Nasfund's Strategic Vision : Advancing Superannuation

Nasfund is committed to achieving its 3-year strategic objective (2024-2026) with a focus on superannuation inclusion and financial literacy.

Their programs are designed to drive superannuation education through various initiatives:

1. Shopfloor sessions: Targeted at active contributing Nasfund

members. They conduct regular visits and awareness presentations at on-site employer locations to educate their members about savings and superannuation. The picture at the bottom left corner shows a session conducted with BSP staff in Kimbe.

2. School Superannuation Literacy Program: This initiative aims to introduce the culture of saving and superannuation to students and young people in schools. The picture on the right hand corner shows this program being carried out at Don Bosco Technical School.

3. Superannuation Literacy Program: This program targets both members and prospective individuals. It integrates comprehensive modules on savings and budgeting, providing financial and superannuation literacy



training to equip participants for enhancing their superannuation. Notably, this session was delivered to senior women professionals as part of the Nasfund – BCFW partnership to enhance their understanding of superannuation.

These programs are part of Nasfund's strategic initiatives to promote a culture of saving and retirement planning among Papua New Guineans, ensuring they are prepared for the future.





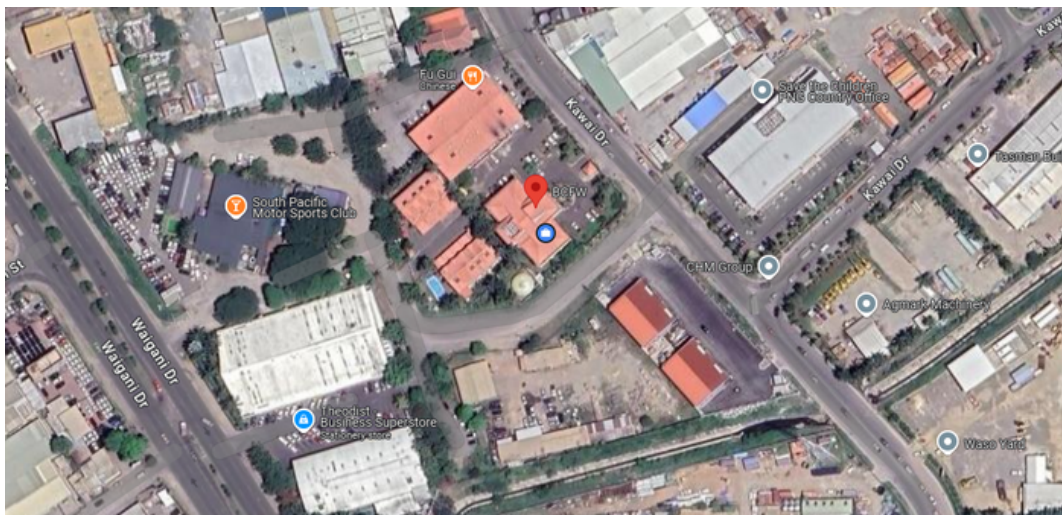
· **BCFW** ·
Business Coalition for Women

Some Pictures from our Event



Our Members





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NOVEMBER 21ST 2024

