

Business Coalition for Women Newsletter



First Family & Sexual Violence Forum in Lae

The Business Coalition for Women hosted its first ever Family & Sexual Violence Forum in Lae, Morobe Province in September which saw the government, civil society and the business community come together to engage in a booth exhibition and panel discussion with the aim to ;

- a) Showcase the existing referral pathways and the services available; and
- b) Create a networking opportunity between business and social services;

‘Part of what we provide to support businesses is to host a forum like this so companies implementing the FSV policy get to meet the FSV service providers. Supporting FSV survivors can be difficult, thus, we want you to know that there are support services in the community and that you do not have to carry the burden’ said BCFW Executive Director Evonne Kennedy.

The FSV Workplace contact teams from BSP Financial Group, Nambawan Trophy Limited, Consort, Swire Shipping, JV Port Services, Nambawan Super, Kina Securities, Anitua and, SP Brewery visited the information booths set up by Family Support Centre, Morobe FSVAC, Welfare, Femili PNG, City Mission, Child Fund, Offices of the Public Prosecutor and Solicitor and the Police FSVU and collected information which will help with referral to appropriate services.

“The FSV Workplace Contact Teams in all our branches are trained to coordinate our responses, acting as first point of contact for any staff member who needs assistance. With appropriate training on how to respond to a disclosure, they are also trained to respect the survivor’s choices regarding actions they may take. They support and coordinate the survivor’s access to our internal referral pathway or community support service” Pam Kenyon, NWTL Head of Human Resource explained.

The booth exhibition was followed by a closed group workshop to identify and explore challenges and opportunities faced by the companies in terms of operationalizing workplace policies and guidelines to strategize a way forward in establishing solutions to business challenges.

The FSV Forum was supported by PNG-Australian Partnership through the Pacific Women Shaping Pacific Development and the EU-UN Spotlight Initiative to eliminate violence against women and girls. #SpotlightEndViolence

Chairperson's Message

Dear members,

The PNG Business Community has been exemplary in their commitment to tackling inequality and addressing family & sexual violence (FSV).

The 'Pacific Partnership', through Australia, New Zealand and IFC has helped the Coalition develop programs, resources, tools and materials to support the Coalition's sixty-three (64) member organizations to help them make the most of their female talent, while promoting more opportunities for women's economic empowerment and career development.

The Coalition gained momentum this quarter, with key highlights including the;

- The launch of the Bel isi PNG baseline report on 'Workplace responses to Family and Sexual Violence in Papua New Guinea: Measuring the Business Case' research;
- Hosting its inaugural Business FSV forum in Lae, Morobe Province and forging partnerships with the Lae business community, CSOs and the provincial authority to better serve our members who have business arms in Lae;
- Rolling out the Certificate IV in Leadership & Management Course in Lae. Cohort 18 will be the first of many trainings in Lae going forward.
- Expanding our reach to the Highlands, Momase and Islands Regions through facilitating FSV & Anti- Sexual Harassment (ASH) Policy Implementation and Training virtually and face-to-face, thus elevating the important issues on workplace health, safety and inclusion for women in both the private and public sectors.
- Increasing women's participation as decision makers through its flagship program, the Certificate IV leadership & Management Course as well as the Senior Executive Women's Program, PNG Directors Course and Director Mentorship Program.
- Hosting several professional networking events as part of the Coalition's support for professional development.

Evonne and her team continue to redevelop and adjust the way they deliver programs under the addressing violence and leadership pillars to ensure businesses and their employees are safe from the impacts of FSV in this COVID-19 world.

The Coalition will remain steadfast to our vision to become the innovative, relevant and inclusive driver of business growth through positive change for women in Papua New Guinea.

Lesieli Taviri
BCFW Chair



Executive Director's Message



Dear members,

Welcome to another edition of the BCFW quarterly newsletter.

Firstly on behalf of the board, management & staff of BCFW, I'd like to give a warm welcome to our new members, who joined in this quarter. The coalition is delighted to have you on board and we stand ready to support your aspirations of being an employer of choice.

It has been a busy 3 months here at the Coalition to serve and to support you our members, who continue to demonstrate leadership in organizational change both in addressing family & sexual violence and driving the agenda of gender-balance and diversified work-forces.

BCFW is happy to share that two (2) of its leadership programs resumed and are up and running online after cancellation in 2020 due to the COVID-19 pandemic. The Senior Executive Women's Program (SEWP) is being run with the support of the Pacific Private Sector Development Initiative, ADB and the PNG Directors Course is facilitated in partnership with the Australian Institute of Company Directors (AICD).

This quarter we also saw the successful launch of a much anticipated report on the 'Workplace responses to Family and Sexual Violence in Papua New Guinea: Measuring the Business Case'- the research conducted by IFC in partnership with the Business Coalition for Women is a two year research project with three major companies in PNG.

The research aims to discover whether there are benefits to employees and businesses when companies respond to family and sexual violence by implementing policies procedures and training; and subscribing to Bel isi PNG, a support service for victims/survivors (www.belisipng.org.pg).

Findings indicate that there is a link between the gender balance of the workforce, the level of support that companies provide to respond to family and sexual violence and positive outcomes.

These include less acceptance of family and sexual violence, higher reporting of family and sexual violence, fewer days lost to the impacts of family and sexual violence, and more helpful responses.

These are the benefits that companies are seeing when they do this work. We applaud your efforts and on the same token we continue our commit to support your endeavours in the space of addressing FSV within your organizations.

Evonne Kennedy
BCFW Executive Director

CALL THE FREE HOTLINE FOR HELP!

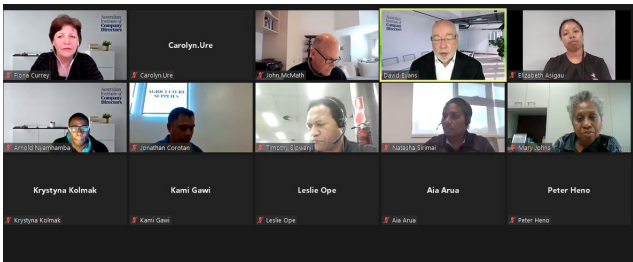
7150 8000



Confidential phone counseling service providing information and support for anyone experiencing family & sexual violence in PNG. This service is available for 24 hours, 7 days a week.

Quarter 2 Highlights...

PNG Directors Course Launched



The PNG Directors Course, resumed on August 31st, after being shelved in 2020 due to the COVID-19 pandemic. Facilitated by the Australian Institute of Company Directors (AICD), the program was delivered online and undertaken by 20 participants from the public and private sectors. The PNG Director's Course is designed to equip new and aspiring directors with skills to contribute at the highest level. The topics covered in the program included: Governance for Directors, Finance for Directors, and Strategy and Risk for Directors. Upon completion of the program, the participants will have a thorough knowledge of:

- The duties and responsibilities of a director;
- Governance and board meeting processes;
- The director's role in evaluating financial statements;
- The link between corporate strategy and financial performance; and
- The director's role in formulating and monitoring strategy, and in identifying and assessing risk.

Senior Executive Program Launched

The Senior Executive Women's Program commenced on August 24th, and is currently undertaken by 11 women. The program targets women in executive and senior management roles with the aim to support and build their confidence, expand their skills and knowledge of business operations; and establish networks. The program covers different topics including risk management, financial literacy, governance, strategy, and organizational culture & leadership and is delivered through a combination of lecture style presentations, case studies, guest speakers and interactive activities.



Certificate IV, Cohort 16 complete training

The 6 month leadership training journey for 15 women in the private and public sector ended successfully on Friday August 06th. The participant's increased level of confidence, enhanced communication and time management skills and ability to make sound decisions for their organizations, were attributed to BCFW's Certificate IV Leadership & Management Course. PNGBCFW congratulates these women once again and encourages them to empower and build other women professionally.



Certificate IV Leadership & Management Cohort 18 commence training in Lae

The BCFW Certificate IV Leadership & Management Course was rolled out in Lae, Morobe Province for the first time. Cohort 18 comprises of 18 women from Digicel, BLACK SWAN PNG LTD, Australian High Commission Papua New Guinea, TE (PNG) Limited and various government agencies through the Australia Awards PNG short course scholarship. Block 1, which began on September 06, focused on individuals and self awareness to enable participants to know and understand themselves better in order to demonstrate effective leadership, professional relationships and communication in the workplace.

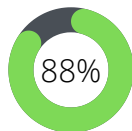


FSV is pervasive

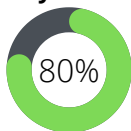
FSV impacts all genders at all levels of seniority regardless of income and educational background



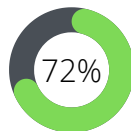
Affected employees experienced multiple forms of violence by a family or household member



Emotional abuse, harassment or intimidation



Threats of physical, emotional, financial or sexual abuse



Physical Assaults

FSV impacts work

- 23 percent of all employees reporting that FSV had affected their ability to get to work, be safe at work, and perform at work
- Anxiety, depression or shame impacting employees' ability to stay at work or attend office
- Employees are feeling drained and taking time off to handle FSV-related issues
- Employees feel stressed and pressured because of the perpetrator's jealousy towards the individual working with colleagues of another gender

FSV creates a cost to business

FSV cost the three participating companies a total of USD 2.1 million per year. Employees lose 9.41 days on average per year (whether they have experienced FSV or not), due to:



Employees working less productively because they are tired or are unwell due to violence



Employees coming to work late or leaving early because of the violence



Employees missing work because of the violence



Employees supporting colleagues, often with inadequate information, about how to respond to violence and attend to self-care

Employees benefit from seeking help

- Employees reported better outcomes (such as being referred to counseling) after telling an HR officer, trained staff member or manager about the violence, compared to an employee not trained to handle their disclosure
- There are early signs that measures recently introduced by the three companies, such as implementing an FSV policy, and training a team of staff to support colleagues and a subscription to Bel isi PNG, a support service, are making positive differences

Gender balanced workforce matters

Companies with better representation of men and women are more likely to act on FSV and have positive outcomes:

- Less acceptance of FSV
- Higher reporting of FSV
- Fewer days lost to the impacts of FSV
- More helpful responses to disclosures of violence

Recommendations for companies



Implement good practice workplace response

Good workplace responses to FSV can help reduce FSV in PNG and create a safe and supportive work-place.

- Adopt and implement Family and Sexual Violence Policy
- Train a contact team to assist employees to access reasonable adjustments (such as leave to handle FSV-related issues) and to refer employees to relevant services



Encourage employees to use FSV support services

Contact teams are under-used and awareness about support services, including Bel isi PNG, appears to be relatively low.

- Model respectful behaviour and encourage employees to disclose FSV
- Deliver awareness-raising sessions to employees about FSV, its impact on work, and where to seek support



Engage perpetrators of violence

Given the high prevalence of FSV in PNG, companies can assume that perpetrators of violence are within their workforce.

- Offer counselling about employees' concern that they may threaten or commit FSV
- Schedule men's peer support and discussion groups and peer counselling



Support financial literacy of employees

Financial abuse, (making, or attempting to make a person financially dependent by maintaining total control over financial resources, withholding access to money, and/or forbidding attendance at school or employment) is a form of FSV and financial independence is a key enabler to leave violent relationships.

- Offer personal financial literacy and management programs



Subscribe to support services for employees

Businesses, their employees, and the communities in which they operate benefit from supporting victim/survivors of violence.

- Subscribe to Bel isi PNG to make your employees eligible for emergency accommodation and case management



Promote gender equality

Gender balance contributes to more effective FSV responses.

- Identify and address the barriers and enablers to hiring, promoting, and maintaining a gender-balanced workforce.



Multi-sectoral effort is key in addressing FSV

The business community, Morobe's provincial and national leaders and civil society acknowledge that there are daunting financial, lack of resources and logistical challenges faced by service providers in the referral pathway in addressing and responding to Family & Sexual Violence (FSV) in the province. Despite these challenges, the service providers remain optimistic that change is possible by a unified effort from all sectors.

"The FSV Unit was established in 2010. We don't receive funding, we have only one vehicle and we lack manpower but we try to help all survivors as much as possible. We are grateful for the strong network and relationship we have with other FSV support services, which allows us to do our mandated tasks. We are supported by Femili PNG, JSS4D, Lae Provincial Government and Morobe FSVAC" shared Police FSVU Sergeant Ruth Murup.

"Here in Lae, we have a strong network. We know what we are doing. My office coordinates the full process of the referral pathway and are held accountable when we lack performance. We have conferences and workshops to explore our weaknesses and strengths and identify areas which need improvement" explained Thelma Hungito, Morobe FSVAC Coordinator.

Although progress isn't happening in huge strides like how they would want, they remain adamant in strengthening the referral system and require government's commitment to achieve this.

"I think we need to have a more unified structure. Maybe we should establish a working group comprising of representatives from the civil society, service providers, the business community and the Lae City Authority CEO and I included. This group could meet quarterly to discuss about funding or how to improve the referral pathway services like case management, hotline numbers and give me updates so that I can see where I can assist" responded Lae MP, Hon. John Rosso.

The referral pathway is an essential component for organizations in the private sector implementing the FSV policy, thus, the business community resolutely supports the service providers and the government's efforts.

"We need a strong community referral pathway so when someone is experiencing FSV, the company can refer the survivor to these services that are already doing an amazing work. We need the referral pathway, we need them to be funded and we definitely need government support" said Evonne Kennedy, BCFW Executive Director.

The panellist included Lae MP John Rosso, Lae City Authority CEO Neil Allery, business community representatives Lesieli Taviri, Executive General Manager (Banking) Kina Securities & Robin Fleming, BSP Financial Group CEO, Thelma Hungito from Morobe FSVAC and Sergeant Ruth Murup, Lae FSVU.

The panel discussion was supported by PNG-Australian Partnership through the Pacific Women Shaping Pacific Development and the EU-UN Spotlight Initiative to eliminate violence against women and girls. #SpotlightEndViolence

DO THE FIVE, HELP STOP THE SPREAD!

- 1 **HANDS-** Wash them often 
- 2 **ELBOW-** Cough into them 
- 3 **FACE-** Don't touch it 
- 4 **SPACE=** Keep safe distance 
- 5 **HOME-** Stay if you can 

#STOPCOVID19PNG
TOLL FREE 1800 200

FSV Lift-Out Page

As part of the Coalition's ongoing support, we will provide information about Family & Sexual Violence and Anti-Sexual Harassment for our members to use to drive awareness and advocacy within their workplaces. In this issue, we give you an insight on Family & Sexual Violence Unit (FSVU).

Feel free to use in your internal company newsletter.

Family & Sexual Violence Unit (FSVU)

If you or someone you know is a victim/survivor of domestic violence, the Family and Sexual Violence Unit (FSVU) can assist you.

Family and Sexual Violence Units are a unit in the Royal Papua New Guinea Constabulary (RPNGC). There are FSVU's in the different suburb police stations.

What help can you get from the FSVU?

- Listen to your complaint
- Investigate, arrest and charge the offender where there is evidence
- Work with other police units to ensure that the offender is taken to court
- Help you apply for and serve a Family Protection Order
- Enforce breach of Family Protection Order and;
- Refer you to other services that can help you

Is there a fee for service?

All services are free of charge

Is Family & Sexual Violence against the law?

FSV is a crime and punishable by law in PNG. The Family Protection Act 2013 states that;

- An offender who commits domestic violence can be fined up to K5,000 and/or go to jail for up to 2 years
- An offender who disobeys a Family Protection Order can be fined up to K10,000 and/or go to jail for up to 3 years.
- An offender can also be charged by the police under the Criminal Code Act which has other charges and tougher penalties.

What can you do to assist a victim/survivor of domestic violence?

- Listen to their experience without being judgmental
- Never blame the victim/survivor for the violence
- Share information about the community support services (such as health facilities, Family support center, police, courts or hotlines such as the **1-Tok Kaunselin Helpim Line - 71508000**) the victim/survivor can go to seek help
- Offer to accompany the victim/survivor to these services if safe to do so
- Maintain confidentiality unless you are required by law to provide better and safe support to the victim/survivor

Who to contact?

If you or someone you know is experiencing domestic violence and need help, call:

- Police hotline on **1800 100 (free call)**
- Police Operations Boroko (24hour line) on **3244329 or 3244331**

For any further inquiries or complaints relating to FSVU services please contact FSVU Directorate Office on weekdays: 7.45am – 4.06pm on 3230051

Thank you



**For your generous support and sponsorship towards
BCFW programs & events this quarter**

Quarter 2 Highlights...

BCFW increases professional networking events

BCFW hosted three (3) professional networking events between July and September as part of the Coalition's support for professional development and growth. Professional networking events are also an opportune time for businesses to build relationships and establish contacts and partnerships. The networking events hosted so far were the Certificate IV Leadership & Management Alumni event, Director Mentorship Meet & Greet, TWM-BCFW networking event and the Inaugural Networking Event in Lae. Professional networking opportunities are some of the many benefits that BCFW members can access.



Lamana Development take up first ever FSV Education Session



Lamana Development Limited completed two (2) BCFW Family & Sexual Violence education sessions in June. These sessions are the organization's first ever since becoming BCFW members and the secretariat commends their leadership for seeing the importance of equipping their employees with vital information about FSV and support services that are available in the community. The FREE BCFW FSV education session is part of the membership package. Each member company is eligible to access four (4) BCFW FSV and four (4) additional Anti-Sexual Harassment education sessions.

Spotlight Training Update

Six (6) different companies undertook the FSV workplace contact team training, FSV 1 hour Education Session, and ASH Combined Training. The 81 staff members from Swire, Tininga, University of Goroka, Hastings Deering, Nambawan Super Limited and SP Brewery based in Port Moresby, Lae, Mt Hagen, Goroka and Kokopo were trained to recognize, respond and refer survivors appropriately. In addition to this, 313 employees of Tininga took part in the FSV Baseline Survey with findings anticipated to guide Tininga develop internal measures internally to support their staff. This work is a partnership with UN Women, supported by the EU-UN Spotlight Initiative to eliminate violence against women and girls. #SpotlightEndViolence.



Bel isi (PNG) training Update



In this quarter, BCFW serviced eight (8) companies through their Bel isi subscription. Transport Sector Support Program (PNG), Kina Securities and Cardno took up the FSV Workplace Contact Team training while United Nations, World Bank, Air Niugini, Nambawan Superannuation Limited and Buk bilong Pikinini undertook the 1-Hour FSV Education Session. Port Moresby, Lae, Kimbe, Kokopo, Wewak, Goroka, Mt Hagen, Alotau and Manus provinces as well as Australia were reached through this trainings facilitated virtually and face-to-face. These trainings are some of the many benefits offered to companies who subscribe with Bel isi PNG.

Gender Smart Safety

This page is dedicated to raising awareness about gender smart safety and promoting gender smart safety solutions offered by BCFW to help companies improve the safety of their female workforce. In this edition, we focus on Emotional Safety Concerns.

What is Gender Smart Safety?

Gender Smart Safety (GSS) is a new way of responding to safety issues in the workplace which are affected by or linked to gender. Traditionally, gender and safety have been considered to be separate issues in the workplace. GSS brings these two important issues together. As more and more women are venturing into fields predominantly held by men, there is an increase in the need to widen the safety lens and address aspects of women's safety that have typically received very little attention. According to the Occupational Health and Safety Act, it is the legal duty of every employer to furnish employment (work) and a place of employment (workplace) free from known hazards that could cause serious injury or death.

What is Gender Smart Safety Program?

The Gender Smart Safety (GSS) training program offered by the Business Coalition for Women (BCFW), supports organisations to improve workplace safety for women by carrying out a workplace safety audit – first of its kind in PNG. The Workplace Women's Safety Audit aims to deliver improvements in 3 important areas of safety for women:

1. **Physical safety**—the right to be free from physical risk and harm
2. **Emotional safety**—the right to be free from emotional risk and harm
3. **Occupational safety**—the right to be secure in one's job and career.

Emotional Safety Concern

The Emotional Safety Audit identifies how happy your workforce (female and male) is – specifically looking at concerns around their safety at home and at work.

Many businesses primarily focus on physical safety, with very little focus on the employees' emotional safety. This lack of support for emotional safety can be negatively impacted by workplace bullying, psychological abuse, intimidation, verbal abuse and harassment. Furthermore, this concern can often present barriers to achieving an organization's equity goals.

To measure emotional safety there are detailed data collection tools designed to measure, assess and rate emotional safety concerns.

GSS tools for measuring Emotional Safety

There are 4 GSS tools used to identify emotional safety concerns during the Women's Safety audit.

1. Your World Map

- This tool helps capture some of the simple information about how women feel when at home and at work.
- It identifies if women are suffering from emotional stress brought in from home and also helps identify how women feel about their safety at work.
- It helps identify the emotional risk rate, which is a key measure in the GSS program.

2. Women's Risk Assessment

- This tool helps identify a number of key measures in the GSS program. These measures are linked to PNG specific hazards that women face in workplace including, Violence, Cultural Barriers, Low literacy levels, Gossiping, Hours of Work and Men's Behaviour.

The identified hazards have been developed from research on women's safety that was conducted in PNG in 2015.

3. Focus Group Discussion

- A focus group discussion helps gather qualitative information about the safety concerns of different groups (can be men and women) and other issues at work or home that can pose as risks to a female's physical, emotional and occupational safety. The questions focus specifically on 3 key themes including, behaviours, risk and threats.
- This tool identifies behaviors that makes women feel threatened by men or other women at work.
- It also identifies what women think about safety at work in general.

4. Safety Walks (There are 2 versions—Worksite and Transport) of this tool, but they are used in exactly the same way)

- Identifies concerns women have about their emotional safety in specific areas of workplace.
- It identifies the rate of concern that women have when travelling to or from work and or in a specific work location.

Pictures of tools to measure emotional safety:

Women's Safety on Worksites: Women's Risk Assessment

Studies show these issues often affect women's safety in the workplace in PNG. Do these issues affect your safety at work?

About YOU	Department: Resident (Local) / FFO (elsewhere)	Role: No. of Children:	Age:		
Hazard	How often does this affect your safety at work?	How serious is the impact?	To whom has this been reported?	Has action been taken to respond?	What are your recommendations / suggested preventative actions / comments?
Violence				Yes No	
Gossiping					
Men's behaviours					
Hours of work					
Skills / Literacy					
Cultural differences					

Frequency	Serious	Reported to
0 Never	0 No impact	0 Nobody
1 Rarely	1 Low	1 Police
2 Sometimes	2 Medium	2 Security
3 All the time	3 High	3 Clinic
	4	4 Superior

Person Assisting (if applicable)
Name:
Role:
Risk Assessment Completed
Date:
Time:

Women's Safety on Worksites: Your World Map

About YOU: Department: Resident (Local) / FFO (elsewhere) Role: No. of Children: Age:

Write the number of the question next to the emotion. Choose the 1 emotion that best reflects your feelings.

HAPPY SAD

ANGRY UNSURE

1. How do you feel when you are at work?
2. How do you feel when you are at home?
3. How do you feel when you leave home to come to work?
4. How do you feel when you finish work and go home?
5. How do you feel about your safety at work?

Person assisting (if applicable): Name: When completed: Date: Role: Time:

In the next quarter, we'll look at Occupational Safety

BCFW MEMBERS

Papua New Guinea Business Coalition for Women is proud
to have the following member organizations

ABT Associates	PHAMA Plus Program PNG
Anitua	PNG Chamber of Commerce & Industry
ANZ Bank	PNG Chamber of Mines & Petroleum
Australia PNG Business Council	PNG FM Ltd
Bank of Papua New Guinea	PNG Mining and Petroleum Hospitality Services
BSP Financial Group Limited	PNG Namba Wan Trophy Limited
Barrick Niugini Limited	PNG Ports Corporation Limited
Black Swan PNG International	PriceWaterhouseCoopers
Cardno	Professional Global Solutions Limited
Coffey International Development Pty Ltd	Propest Control Limited
Deloitte Touche Tomatsu	Rhodes PNG
Dentons PNG	Royal Papua Yacht Club Inc
Digicel PNG Limited	Simberi Gold Company Limited
Exxon Mobil PNG	South Pacific Brewery Limited
G4S Secure Solutions Ltd	Steamships Trading Company Limited
Hastings Deering (PNG) Limited	Steel Industries Limited
Johnstaff International Development	Swire Shipping
Kina Securities Limited	TE (PNG) Ltd
Kosem Limited	The Pacific Star (The National)
KPMG	Tininga Limited
Lamana Development Limited	Tok Stret Consulting
Mi Bank	Total E & P PNG Limited
Milne Bay Organics	Total Waste Management Group
Nambawan Super Limited	Verge Limited
National Superannuation Fund Limited	Water PNG Limited
New Britian Palm Oil Limited	Westpac Bank
Oil Search Limited	WINGS Education
Origin Energy Limited	
PBF Agro Business Limited	

Associate Members

Australian High Commission
International Education Agency
Leprosy Mission PNG
Mary Help of Christian Technical Institute
PNG Auditor General's Office
Transparency International PNG
University of Goroka



• **BCFW** •

Business Coalition for Women

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Website: www.pngbcfw.org

The Business Coalition for Women is supported by the Australian Government in partnership with the Government of Papua New Guinea as part of the Pacific Women Shaping Pacific Development program.



PNGAus Partnership
PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT



UN Women, supported by the EU-UN Spotlight Initiative to eliminate violence against women and girls

#SpotlightEndViolence

