

Business Coalition for Women Newsletter



Accelerating Progress: Investing in Women's Leadership in Papua New Guinea

This International Women's Day (IWD), observed on March 8, 2024, the Business Coalition for Women and its 86 member organizations united with thousands worldwide to celebrate and commemorate IWD under the theme "Invest in Women - Accelerate Progress."

This slogan underscores the vital role of diversity and empowerment in driving societal advancement towards gender equality. Despite comprising half of Papua New Guinea's population, women remain vastly underrepresented, with only 3 out of 1111 parliamentarians being women, a mere 2.7% representation. This lack of presence in decision-making positions not only hinders their ability to influence public policy but also perpetuates systemic inequalities. It is evident that increased women's participation in leadership roles is imperative for fostering inclusive governance and addressing pressing societal issues.

On this International Women's Day, let us recognize that by investing in women, we not only empower individuals but also uplift entire communities and accelerate progress towards a healthier, safer, and more equitable society amidst today's myriad global challenges, including poverty, conflicts, and climate change.

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Chairperson and Executive Director's Message



Lesieli Taviri
BCFW Chair



Evonne Kennedy
BCFW Executive Director

Dear Members, Partners, and Supporters,

We are thrilled to announce that the PNG Business Coalition for Women is celebrating its 10-year anniversary! This significant milestone is a testament to our unwavering commitment to empowering women in Papua New Guinea and driving positive change in our communities and economy.

Over the past decade, we have achieved remarkable progress in advancing gender equality and women's economic empowerment. Through collaborative efforts with our members, partners, and stakeholders, we have implemented a wide range of initiatives aimed at breaking down barriers, promoting inclusivity, and creating opportunities for professionals across various sectors.

As we reflect on the past 10 years, we are filled with gratitude for the unwavering support and dedication of our members, partners, and supporters. Your commitment to our mission has been instrumental in shaping the trajectory of our organisation. Together, we have witnessed countless success stories of women who have thrived and flourished, contributing to the socio-economic fabric of our nation.

Looking ahead, we are excited to build upon our achievements with our new 5 year strategy. In this visionary plan, we set forth a clear roadmap to foster positive change for women's economic participation in PNG. Our approach is centered on four foundational pillars:

- I. Economic opportunities and participation of women
- II. Women in leadership and decision making
- III. Prevention of gender-based violence and workplace safety
- IV. Knowledge creation and systems change

Key to our success is the engagement and collaboration of our dedicated members, partners, and supporters. Together, we will form an inclusive and powerful community that advocates for gender equity with a united voice. We welcome the involvement of individuals from all walks of life who share our vision of a world where every woman is treated with dignity and respect, and where her potential knows no bounds.

To commemorate this special occasion, we will be hosting an event later this year celebrating our achievements and the impactful journey that lies ahead.

Once again, we extend our heartfelt gratitude to each and every one of you for your invaluable contributions to the success of the PNG Business Coalition for Women.

Foundations of
DirectorshipTM Online

Establish strong foundations for your organisation.

COURSE OVERVIEW

Directors, senior executives, and company secretaries play a critical role in the effective governance of an organisation. As such, it is imperative that your leaders have a sound understanding and appreciation of the role of directors in driving strategy, monitoring performance, and meeting compliance obligations. The *Foundations of Directorship Online* program is designed for directors and executives looking to improve their knowledge of effective governance practices. This course provides leaders with a clear understanding of the duties and responsibilities of directors, the role the board plays, and how good governance will enhance your organisation's performance.

Combining virtual classroom sessions, online learning activities and individual study, the blended delivery method of the Foundations of Directorship Online offers a flexible and highly engaging learning environment.

COURSE DETAILS

11-week online program, with individual pre-course reading and virtual online sessions on Fridays 2nd, 9th and 16th August 2024.

COST

PGK6,800.00

To register, contact Lolowo Gimiseve, PNG Business Coalition for Women

T: +675 323 0310 **E:** lgimiseve@pngbcfw.org

Quarter 1 Highlights...

Leprosy Mission Education Sessions on FSV and ASH



In February, a total of 16 Leprosy Mission staff members participated in two one-hour education sessions during their staff reflection and planning meeting. One session concentrated on raising awareness about Family and Sexual Violence, while the other delved into Anti-Sexual Harassment measures. The aim of these informative sessions was to equip the staff with crucial knowledge and effective strategies to address such sensitive issues within the diverse communities they serve across the Gulf, Central, and NCDC regions.

SEWP Completed in Mt Hagen and Daru in Partnership with Care International

BCFW in partnership with Care International PNG for the past 6 months have been delivering the Senior Executive Women's program to 5 different provinces around the country. Morobe, West Sepik, East New Britain, Western Highlands and Western Province. Late last month women from both the Western Provincial Health Authority (WPHA) in Daru and Western Highlands Provincial Health Authority (WHPHA) in Mt Hagen completed the 5 day program which covered topics on Risk Management, Financial Literacy, Transitions, Organisational Culture and more.



NWTL – Fone Haus FSV Education Session

Fone Haus, a member of the Nambawan Trophy Limited group of companies, has shown great initiative in raising awareness and supporting staff who may be experiencing violence. Every year, they make full use of their membership benefits to access this support. During the session, we place greater emphasis on the support available to staff through the company's FSV policy. This year, we have reintroduced this support, involving supervisors and team leaders in the FSV session, and will commence rolling out these sessions to the remaining outlets starting this month.



Senior Executive Women's Program Cohort 14 Completes first two-days of training

The Business Coalition for Women is thrilled to announce the launch of its 14th Cohort of the Senior Executive Women's Program, featuring 20 distinguished participants from both the public and private sectors. These accomplished women represent renowned organizations such as Credit Corporation, Department of Finance, Pricewaterhouse Coopers (PWC), Australian High Commission, PNG Mining and Petroleum Hospitality, among others. As we look ahead, our program eagerly anticipates the upcoming sessions scheduled for this coming May. We remain steadfast in our commitment to nurturing the leadership growth and development of these exceptional women.



As part of the IWD celebrations, fifteen women sponsored by Digicel (PNG), Black Swan International, PNG Ports LTD, Auditor General's Office, Santos and Australia Awards PNG (Public Sector : Department of Health, Department of Personnel Management & Department of Treasury), have completed BCFW's Certificate IV Leadership & Management Course as part of the 19th cohort and acquired their Certificate IV. The accomplishment was honored on March 8th, 2024, coinciding with International Women's Day 2024 theme of "Investing in women and accelerating progress". This milestone underscores the significant support provided by the sponsoring companies, who have played a pivotal role in propelling change by investing in these women.

These fifteen women, along with approximately 300 others from various professions and fields, have benefited from the leadership training, contributing to a stronger, more diverse, and ultimately more prosperous organizational landscape. The Certificate IV Leadership & Management course is a professional development program designed to empower women with the skills and confidence required for success in leadership and management roles. Through this training, we endeavor to level the professional landscape, ensuring equal opportunities for women to excel in their careers.

Investing in women's leadership and management abilities is not only a matter of social equity but also sound business practice. By investing in our female workforce, we cultivate a stronger, more diverse, and ultimately more prosperous organization.

We express our appreciation to City Pharmacy Limited for their sponsorship and assistance in the success of this occasion, and we eagerly anticipate the leadership journey of these women ahead.



Quarter 1 Highlights...

Business Coalition for Women and Nasfund Partner to Empower Women



The PNG Business Coalition for Women (BCFW) and The National Superannuation Fund (Nasfund) have joined forces to empower female leaders through a superannuation education initiative. This collaboration aligns with both organizations' goals of promoting gender equality and financial literacy in the country. Nasfund's superannuation education modules will be integrated into BCFW's leadership programs, with certified trainers delivering sessions to program participants. Evonne Kennedy, Executive Director of BCFW, views this partnership as a significant step in addressing the gender gap in retirement planning and promoting women's inclusion and empowerment. Rajeesh Sharma, CEO of Nasfund, emphasized the importance of superannuation education in fostering financially empowered citizens. The partnership holds promise for empowering women leaders.

Santos and Pactow Complete their GSS Audits and Training

Pactow

Pacific Towing Limited, a member of the Steamship Group of companies, has actively engaged in our programs. In 2019, the company took part in our Gender Smart Safety (GSS) training and audit package, designed to tackle safety issues faced by women in male-dominated work environments. These concerns encompass emotional, physical, and occupational safety. Following the initial baseline assessment, we recently conducted an endline evaluation from late last year to early this year to track progress. We commend Pacific Towing for their outstanding dedication and progress.



Santos

Santos, an active member of BCFW, is presently undergoing their GSS safety training and audit. Baseline assessments were conducted in 2016, 2020, and this year 2024, gradually expanding to encompass more sites, including Ridge, Moro, Kaitigi, and Gobe, with Port Moresby and Hides still pending completion. Santos remains steadfast in their mission to ensure safety across all their operations.

During the GSS training, participants receive two-day training on Gender Smart Safety concepts. They are introduced to the seven safety tools, equipping them with the knowledge and skills needed to promote safety and well-being for all employees, especially women.

Following this training, participants embark on a practical journey during days 4, 5, and 6 of the program. Armed with their newfound knowledge, they conduct audits across their organization, using the safety tools to assess and address any potential risks or hazards faced by female employees.

Santos's commitment to safety and inclusivity is commendable, and their proactive approach to implementing Gender Smart Safety practices sets a commendable example within their industry.



Take your career to new heights

REGISTER NOW

Senior Executive Women's Program

Build confidence, expand your skills and knowledge of business operations, and establish networks with other women in the private sector.

This leadership training program is exclusively for women in senior or executive management roles and is delivered through a combination of lecture-style presentations, case studies, interactive activities, and guest speakers.

Cohort 15 and 16 are currently open for registration!

Enquiries: communications@pngbcfw.org
(+675) 323 0310 / 7459 3108



BCFW is supported by the Australian Government through the PNG-Australia Partnership

COMING SOON!

The Business Coalition for Women in partnership with IEA TAFE introduces the new refined women in Leadership course

This new leadership course:

- Develops essential leadership skills
- Enhance communication and critical thinking
- Build industry networks
- Gain practical experience



Anti- Sexual Harassment Policy Implementation Training

More than 1 in 5 people experience sexual harassment in the workplace.

REGISTER NOW!

And attend BCFW's 2-day Anti-Sexual Harassment Policy Implementation Training.

04th - 05th June 2024, Port Moresby

Participants will be provided:

- An Anti- Sexual Harassment Model Policy for adoption
- Implementation frameworks
- Additional resources (Induction videos etc)
- 12 Months post training & Implementation support



"SAFE spaces make GREAT workplaces"



EXCLUSIVE TO BCFW MEMBERS

To register, contact Olive on: oimatana@pngbcfw.org or call us on (+675) 74593108 or 3230310



Can your company afford NOT to address family & sexual violence (FSV)?

Approximately

10

days of working time is lost for every employee due to FSV

10 days of working time lost equates to

K7.3 Million

in lost wages annually

BCFW has solutions tailor made for PNG businesses to help you reduce the cost of FSV to your business

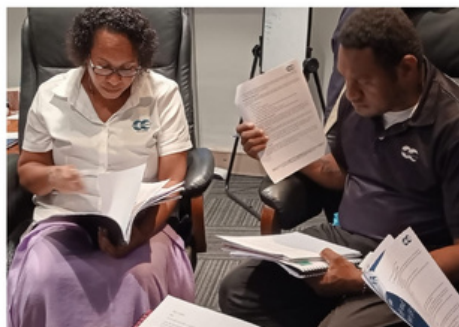
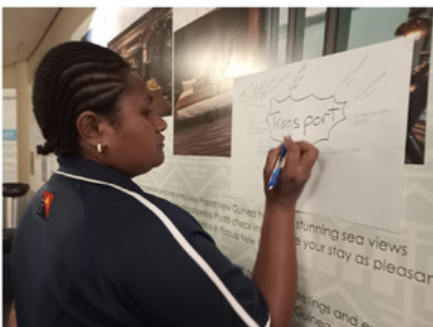
REGISTER NOW!

For BCFW's Family & Sexual Violence Policy Implementation & Training Package

Registered companies will be given:

- Company management briefing
- FSV model policy provided for adoption.
- Draft policy review
- 2-day FSV Workplace contact team training or refresher training to support implementation
- 30 - minute post training management briefing
- 12 months post training & Implementation support
- Invitation to the BCFW FSV Forum as part of a community of practice.

To sign up for the FSV package,
Contact Olive on: oimatana@pngbcfw.org or call 323 0310/7459 3108





**REDUCE THE BUSINESS COST OF
FAMILY & SEXUAL VIOLENCE AND
SEXUAL HARASSMENT
ON YOUR BUSINESS!**

**BOOK NOW
FOR
FREE!!**

1 hour

**Family & Sexual Violence (FSV)
Education Session**

&

1 hour

**Anti-Sexual Harassment (ASH)
Education Session**

The FSV education Sessions cover the following:

What is Family and Sexual Violence (FSV)?

FSV and the PNG Law
The different types of abuse
Power and control wheel
Cycles of violence (violence can be cyclical)

Why is FSV a business issue?

FSV impact on the business and bottom line
FSV is a cost to business
Organizational benefits of addressing FSV

Where can I get support

Referral to community support services
Safe accommodation
Family and Sexual Violence Unit(FSVU - Police)
Safe transport – G4S Meri Seif Line

The ASH Education Sessions cover the following:

What is Sexual Harassment (ASH)?

Definition of sexual harassment
What sexual harassment is?
What sexual harassment is not?
Behaviours that constitute sexual harassment?
Sexual harassment is a criminal offence

Why is SH a business issue?

- The business care for addressing sexual harassment at the workplace

Law and Rationale – WHS
Why should I have a sexual harassment policy
Effects of SH and its impacts on employees/team/organization

Contact Olive on:

oimatana@pngbcfw.org

**You can also call 323 0310/7459 3108
to book your FREE session!**

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 highlight the importance of having a FSV policy and an introduction to BCFW's FSV Policy implementation package.

Family and Sexual Violence (FSV) Policy & Implementation Package

How is FSV a business issue?

The negative impacts of FSV affects individuals, their families and communities, and also imposes costs for organizations they work for because of absenteeism and reduced productivity.

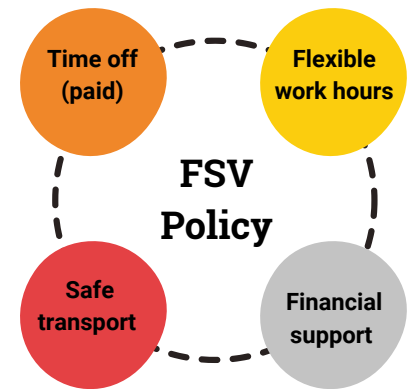
What is the business value of addressing FSV and how can it be addressed?

Addressing family and sexual violence has significant business value for several reasons including cost savings, improved employee well-being, enhanced corporate social responsibility, compliance with laws and regulations, and creating a safe and inclusive workplace.

Companies will receive the following when they subscribe for the FSV package:

1. Management Briefing
2. Model Policy and review (or just review if the company has an existing policy)
3. 2 Day FSV Workplace Contact Team (WCT) training
4. 30 minutes Post Management Briefing
5. 3 and 12 month follow up implementation support
6. 4x free 1-hour FSV education sessions for ALL STAFF

Having a policy also ensures an organizational systemic response, so that workers can identify if they can provide special leave, medical support etc.



Employees have been adequately supported by their employers through the provisions of their company FSV policy

Snapshot of companies implementing the FSV policy

31

PNG businesses have implemented the FSV policy

482

FSV Workplace Contact Teams trained

47

FSV WCT Trainings conducted

72

FSV Education session facilitated

Success stories from companies implementing the FSV policy



The most recent case I supported was able to receive the necessary support from the office such as paid leave which was not taken off from her annual or personal leave. We call it special leave. Transport was arranged to support her and referral pathway provided.



An officer who had been physically abused by her partner for many years was supported through our company FSV policy provision, where she was successfully allocated company accommodation. Her and her partner were sent for individual counselling and couple counselling. They are both doing well.

This year we are Celebrating **10 YEARS** of PNG Business Coalition for Women

To 10 years of building a PNG where women have an equal place in decision making,
leadership and nation building



We extend our gratitude to all our member companies for their invaluable
contribution to the success achieved over the past decade.



BCFW MEMBERS

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

ABT Associates	PHAMA Plus Program PNG
Air Niugini Ltd	PNG Institutional Partnership Program
Airswift	PNG Chamber of Commerce & Industry
Ashurst	PNG Chamber of Mines & Petroleum
ANZ Bank	PNG Mining and Petroleum Hospitality Services
Bank of Papua New Guinea	PNG Namba Wan Trophy Limited
BSP Financial Group Limited	PNG Ports Corporation Limited
Barrick (Niugini) Limited	PNG Stock Exchange (PNGX Markets Limited)
Black Swan PNG International	PriceWaterhouseCoopers
Cardno Emerging Market (PNG) Ltd	Professional Global Solutions Limited
City Pharmacy Limited	Professionals NCD Real Estate
Credit Corporation PNG	Propest Control Limited
Deloitte Touche Tomatsu	Purewater Limited
Dentons PNG	R & A Marine Services Ltd
Digicel PNG Limited	Research Triangle Institute (RTI) International
Exxon Mobil PNG	Rhodes PNG
Fletcher Morobe Construction Ltd	Santos
G4S Secure Solutions Ltd	Simberi Gold Company Limited
Hastings Deering (PNG) Limited	SMEC PNG Limited
Hebou Construction Limited	South Pacific Brewery Limited
Hyang Limited	Solar Solutions
Johnstaff International Development	Steamships Trading Company Limited
Kina Securities Limited	Steel Industries Limited
KPMG	Swire Shipping
Kutmor Limited	TE (PNG) Ltd
Lamana Development Limited	Tininga Limited
Leahy Lewin Lowing Sullivan Lawyers	Tohouwa (PNG) Ltd- Fairprice
MiBank Limited	Tok Stret Consulting
Nambawan Super Limited	Total Energies EP PNG Limited
National Superannuation Fund Limited	Total Waste Management Group
New Britian Palm Oil Limited	Verge Limited
Northbuild Construction Limited	Water PNG Limited
Pacific MMI	Westpac Bank
Paradise Foods Company Limited	WINGS Education
Peopleconnexion	WRC Carpenters PNG Limited

Associate Members

ABC International Development	Mary Help of Christian Technical Institute
Australian High Commission	National Capital District Commission
Australian Department of Finance	NAQIA
Cancer Foundation	PNG Auditor General's Office
Caritas Technical Secondary School-Kimbe	Sonoma Adventist College
Fresh Food Produce	The Leprosy Mission
International Education Agency	Transparency International PNG
Marie Stopes PNG	World Vision



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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.

