

Business Coalition for Women Newsletter



BCFW Year In Review: Impacts & Achievements

In its endeavour to become the most innovative, relevant and inclusive driver of business growth through positive change for women in Papua New Guinea, the Business Coalition for Women increased its reach covering the four (4) regions; Southern, Momase, Highlands and Islands regions through our leadership programs and facilitation of FSV & Anti- Sexual Harassment (ASH) Policy Implementation virtually and face-to-face. Here are the impacts and achievements for 2021:

Addressing Violence Pillar: Under this pillar, BCFW provides support to companies to address violence to create safer workplaces

- **Family & Sexual Violence (FSV) Policy Implementation & Support:** The FSV Policy implementation support is designed to assist companies to systematically address the effects of FSV on employees and the company. This year, a total of 17 FSV Workplace Contact Team training sessions were conducted for 16 companies. These workplace contact team members comprise of staff in key response areas such as HR, Workplace Health & Safety, security and others were trained to recognize, respond and provide appropriate referral for whose work-lives are impacted by FSV. One hundred and fifty-two (152) workplace contact teams were trained this year alone.
- **Anti-Sexual Harassment (ASH) Policy Implementation & Support:** The BCFW ASH model policy is provided with a 2-day training on Anti-Sexual Harassment. This year, the Coalition conducted two (2) combined company trainings held separately in Port Moresby and Lae with staff from seven (7) companies.
- **Education Sessions:** BCFW offers one (1) hour FSV & ASH education sessions as part of a membership benefit for member organizations. Twenty-two (22) 1 hour FSV education sessions were delivered for seventeen (17) companies while twenty (20) sexual harassment education sessions were facilitated for eight (8) companies. We achieved a reach of 869 staff from different organizations through delivery of these sessions.

Leadership Pillar: BCFW aims to Catalyse growth, innovations and team performance by developing women leaders in business through training, mentoring and other talent development initiatives.

Continued on page 5

Chairperson's Message

Season's Greetings members,

This time last year, we were all learning the realities of COVID-19 and adjusting to its uncertainties to ensure businesses were operational and employees were safe from the pandemic as well as other secondary impacts.

With the introduction of multiple vaccines, the corporate sector has been exemplary, supporting the 'Sleeves Up' campaign because as a sector, we understand the detriments of this global health threat and the likelihood of triggering social issues like family and sexual violence and the cost to business associated with it.



As the economy slowly restarts and businesses shift into full operations, as responsible employers, we must remain compelled to the safety of our staff.

Across the corporate sector, the Business Coalition for Women has pulled together its resources to remain committed to its mission, to equip businesses with relevant resource to achieve gender equality.

Our work under our Addressing Violence pillar continues with more businesses taking up our model policy and toolkit. We have managed to extend our work to multiple industries and are seeing more work that needs to be done in terms of providing supporting tools and to help businesses institutionalize awareness and advocacy.

In 2022, the Coalition aims to focus on driving Pillar 3: Increasing and Retaining Women in the Workforce and Pillar 4: Women in Supply Chain.

Accelerating our efforts to bridge the gender gap in workforces, the Coalition reintroduced the Senior Executive Women's Program, the PNG Directors Course and piloted the Director Mentorship Program. The Coalition will evaluate these courses to determine how we refine our offerings. Meanwhile, the Certificate IV Leadership & Management Course continues to produce amazing results for the participants and their employers.

The BCFW is as good as those whom it partners and works with, and as such, I'd like to thank our 64 member companies for being responsible employers in ensuring the incidences and effects of family and sexual violence on their employees are prevented and minimized because your staff welfare is of paramount importance to you and your business.

Until then, I wish you all a safe and pleasant Christmas and look forward to working with you all in 2022.

Your Chair,
Lesieli Taviri



Christmas can be the hardest time of the year due to alcohol, stress, financial pressure and family obligations. Studies show that domestic violence increases during this period.

BCFW wishes for you to have a safe and happy Christmas.

If you or anyone you know needs help, contact

1-TOK KAUNSELIN HELPIM LAIN

7150 8000

24 hours, 7 days a week

1-Tok Kaunselin Helpim Lain is a FREE confidential phone counselling service providing information and support for anyone experiencing family & sexual violence in PNG

Executive Director's Message



Dear members,

What a year this has been! BCFW, your 'go to' resource for gender equality has had a full year, supporting you, our members, who have worked tirelessly to ensure your workplaces are safe and your female employees are supported and promoted into leadership roles within your organizations.

The Coalition doubled its numbers in training and company and staff reach this year. The statistics below acknowledges the business community's efforts;

- **152** Family & Sexual Violence Workplace Contact Team staff (FSV WCT) from 16 organizations were trained in policy implementation, and on how to recognise, respond and refer survivors to appropriate services, approximate company staff reach is **9,761**
- **22** one-hour free FSV educations sessions for staff were delivered for 17 organizations, staff reach **570**
- Facilitated Anti-sexual harassment (ASH) Policy Implementation training for 7 companies, approximate company staff reach **3,855**
- **20** one-hour free ASH education sessions for staff were delivered for 8 companies, staff reach **299**
- Trained **74** women through the Certificate IV Leadership & Management Course (4 Cohorts)
- Trained **11** women through the Senior Executive Women's Program (1 Cohort)
- Trained **20** women and men through the PNG Directorship Course (1 Cohort)
- Piloted a Directorship Mentorship Program with **18** participants (1 Cohort)
- Doubled the number of professional networking events and forums
- Launched a 'Workplace Initiatives Engaging Men' pilot program
- IFC and BCFW launched our baseline findings on Workplace Responses to Family and Sexual Violence in PNG: Measuring the Business Case, as part of Bel isi PNG. The 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.; and
- Expanded our physical presence to Lae and Mt Hagen

The increase in our work with the members is a reflection of the private sector's dedication and commitment to address social issues like FSV that are impacting businesses. It also demonstrates that organizations recognize and understand the cost FSV has on businesses and that a holistic organizational response is critical for business.

The coalition is excited to announce that there will be several new projects that BCFW will be working on in 2022;

- Male engagement program
- PNG Electrification Program
- Lae Safe Transport Initiative

As we reflect on the year that was, we also look forward to working with you all in 2022.

From my team and I, have a wonderful festive season.

Evonne Kennedy
BCFW Executive Director

Family & Sexual Violence cost 3 companies in PNG a total of USD 2.1 million per year due to:



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



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



Employees missing work because of violence



Employees coming to work late or leaving early because of violence

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

- Adopt and implement a 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

Contact BCFW for Family & Sexual Violence Policy Implementation & Training for 2022!

Email communications@pngbcfw.org or call: 7459 3108 or 323 0310 to book your space.



Cost of Sexual Harassment on Businesses

INDIVIDUAL

- Psychological suffering
- Behavioral change
- Physical & mental illness

TEAM

- Loss of trust
- Non-existent team environment
- Disintegration

Organization

- Productivity decreases
- High turnover
- Progress hindered

**BCFW 2-Day Combined
Anti-Sexual Harassment
(ASH)
Policy Implementation &
Training**

**BOOK NOW
FOR
2022**

**SAFE spaces make
GREAT workplaces**

Certificate IV Leadership & Management Course: This is the Coalition's flagship course which targets emerging female talent serving in or preparing for their first management roles. Four (4) Cohorts were rolled out this year, with one (1) pioneering cohort in Lae. This year, seventy-four (74) women from the public and private sectors attended the course. Eight (8) participants from Cohorts 16 & 17 were promoted after completing Block 3. This course is facilitated by WINGS Education of PNG.

Senior Executive Women's Program (SEWP): The SEWP targets women in executive and senior management roles to support participants to build their confidence, expand their skills and knowledge of business operations; and establish networks with other women in senior positions in the private sector. The program was transformed into an online program this year and was attended by eleven (11) women from 7 organizations from the public and private sectors and facilitated by Eddie Aila from Eddie Aila Coaching. The SEWP was run with the support of the Pacific Private Sector Development Initiative, a regional technical assistance program undertaken in partnership with the Asian Development Bank, the Government of Australia and the Government of New Zealand

PNG Directors Course: The PNG Directors Foundation course aims to build the governance skills of board members, directors, senior executives and company secretaries to improve their knowledge of effective governance practices, 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. This course was also offered online and undertaken by 20 participants. This course was facilitated in partnership with the Australian Institute of Company Directors (AICD).

Director Mentorship Program: This year, BCFW in partnership with Peopleconnexion, In4net and KPMG, piloted a 6 month Director Mentorship Program focused on developing a director mentorship program for women in PNG. It is necessary to ensure the environment in PNG fosters opportunities for women who have the skills, confidence and capabilities to contribute at this level of decision making. One way to create such an environment is through mentorship.

Additional Company support resources

As the corporate sector's go to resource for gender equality, BCFW continues to support businesses with tools, resources and materials that promote safe workplaces. This year, saw the successful launch of a much anticipated report on 'Workplace responses to Family and Sexual Violence in Papua New Guinea: Measuring the Business Case'- the research led by IFC in partnership with the Business Coalition for Women is a two year research project with three major companies in PNG. Findings indicate that there is a link between the gender imbalance of the workforce, the level of support that companies provide to respond to family and sexual violence and positive outcomes.

To ensure company support is uninterrupted, particularly due to the uncertainty presented by COVID-19, the Coalition upgraded its mode of delivery of addressing violence and leadership programs from face-to-face to virtual. The Coalition also developed a FSV Referral Pathway booklet which serves as a resource for Workplace Contact Teams. These resources, research and tools are all available on the BCFW website. The revamped website has been an added resource for our members to source information from: www.pngbcfw.org

BCFW increase professional networking events and forums

This year, BCFW hosted four (4) professional networking events and two (2) FSV Forums, one, hosted for the first time in Lae Morobe Province. The business communities both in Lae and Port Moresby were receptive to both forums, turning out in large numbers and having conversations on the cost of FSV to business and how businesses can address FSV to ensure safe workplaces for all. The Lae inaugural forum saw the government, civil society and the business community come together to engage in a booth exhibition and panel discussion;

The FSV Forum in Lae was complemented with a professional networking event which was well attended by the business community. The three (3) other networking events for the year were held in Port Moresby and they were;

- The Certificate IV Leadership & Management Course Alumni networking
- Mentors & Mentees meet and greet
- TWM-BCFW networking event

Additionally, the Coalition hosted a Certificate IV Leadership & Management Course combined graduation and closing events, each for the Director Mentorship and Senior Executive Women's Programs and commemorated the International Women's Day with a panel discussion under the theme 'Women in Leadership.'

Going forward

The Business Coalition for Women is passionate to support the PNG corporate sector to drive women's economic advancement and the agenda gender diverse work-forces. The coalition will continue to develop resources and tools related to gender equality. In addition to establishing a strong business case for gender equality, these resources will help you understand the practical steps you can take within your business to contribute towards equality for women in Papua New Guinea.

2021 SNAPSHOT

2021 MEMBERSHIP

64 COMPANIES

16 Companies received the Family & Sexual Violence Workplace Contact Team (FSV WCT) Training

152 FSV WCT trained & certified

Company reach: 9761 staff

17 Companies received the 1-hour FSV Education Session for staff

22 sessions facilitated

Company reach: 9761 staff

"My biggest takeaways were:

1. Understanding the cycle of violence and having to respond to them with patience.
2. Clear understanding of the work of the different service providers and having them in mind as the support framework outside of the workplaces.
3. Understanding the workplaces.

"Understanding the importance of the FSV Policy and allowing it to provide guidance in our approaches to all FSV cases here in the workplace".

(Company Contact point)

7 Companies received the Anti-Sexual Harassment (ASH) Training to support their Sexual Harassment Policy Implementation

15 staff trained & certified in Port Moresby & Lae

Company reach: 3 855 staff

8 Companies received the 1-hour Anti-Sexual Harassment Education Session for staff.

20 sessions facilitated

Company reach: 2 999 staff

"I was able to identify and differentiate the two types of sexual harassment both at the workplace and outside".

(Anti-sexual harassment Participant)

9 Private Companies sponsored their female staff to attend the Certificate IV Leadership & Management Course

1 Company sponsored 20 women from the public sector to under the Certificate IV Leadership & Management Course

74 women trained

8 women received promotion after completing the course

4 Companies sponsored their female staff to attend the Senior Executive Women's Program (SEWP)

1 Organization sponsored **6** female staff from **3** government agencies to attend SEWP course

11 women undertook SEWP course

2 Private organizations sponsored male and female employees to attend the PNG Directors Course while **1** organization sponsored **10** public servants. **20** participants undertook this course.

BCFW's leadership courses focus on catalyzing growth, innovation and team performance by developing women leaders in the business through mentoring and other talent development initiatives

These courses will be available in 2022.

Email: communications@pngbcfw.org or call us on: 7459 3108/323 0310 for registration

**BSB40520
CERTIFICATE IV
LEADERSHIP &
MANAGEMENT
COURSE
COHORTS 20-23**

At the end of the first block, my confidence improved and I couldn't believe that I had the ability to speak publicly. That was something I could only dream of having but the Certificate IV Leadership in Management Course turned that dream into reality"

Raysie Walevo
Corporate care team leader, Digicel PNG.
Cohort 17

"We were privileged to learn from Papua New Guinean men and women who are well placed to speak on Governance, Risk Management, Financial Competencies, Communications, Support Systems and Organizational Culture and Leadership styles. These sessions were enlightening. How can we sit on boards or hold executive roles without this basic knowledge?"

Akino Wano
Head of People & Culture, Kina Securities
SEWP Participant , 2021

**SENIOR
EXECUTIVE
WOMEN'S
PROGRAM**

**PNG
DIRECTORS
COURSE**

"As a current Chair and Head of an organisation in the public service, the aspects of the Board and how to professionally conduct a Board meeting was very appealing to me and the tools applied were excellent and I thought after this Course, I will go one better to lead the Board as the Chair with these new learning".

(Public sector Participant - PNG Directors course)

"A new platform and useful platform. I was able to expand my network and other opportunities both in my space of work as well as personal"

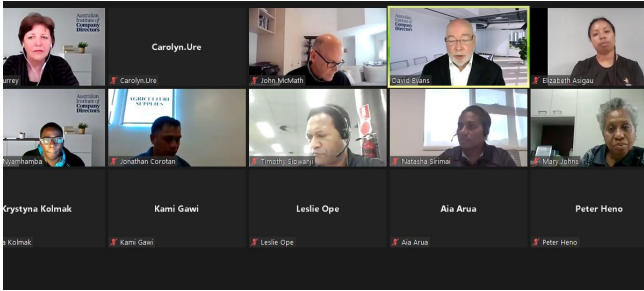
"Networking and just surrounding oneself with powerful women just fuels you with a surge of energy and confidence and that's what I loved about this program. Learnt so much as I could"

Mentor/Mentee Participants

**DIRECTOR
MENTORSHIP
PROGRAM**

Quarter 4 Highlights...

20 complete PNG Directors Course



The PNG Directors course concluded in early November. The course aims to build the governance skills of board members, directors, senior executives and company secretaries to improve their knowledge of effective governance practices, 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. Attended by 10 participants from the private sector and 10 from the public sector, participants attributed their increased knowledge and enhanced skills in working on boards to the course.

Senior Executive Women's Program ends

The Senior Executive Women's Program (SEWP) ended on a high note in December. The 4 month weekly online program from attended by eleven (11) women employed by International Education Agency of PNG (IEA-PNG), Coral Sea Hotels, Australian High Commission, Kina Securities and Department of Justice & Attorney General (DJAG), Constitutional & Law Reform Commission (CLRC) and Public Prosecutor's Office who were sponsored by JSS4D. The participants attest to be equipped with the relevant skills and knowledge on how to read and understand financial statements, acknowledge the importance of support systems, develop risk management strategies, conduct board meetings and support best practices for governance. The SEWP was rolled out with the support of the Pacific Private Sector Development Initiative, which is a regional technical assistance program undertaken in partnership with the Asian Development Bank, the Government of Australia and the Government of New Zealand.



Cohort 17 completes Certificate IV Leadership & Management Course



The 20 participants of cohort 17 from the Certificate IV Leadership & Management course, successfully completed the 6 months training program in October. The participants shared that they saw positive results immediately in the workplace after they increased their knowledge in communication, email and telephone technique, receiving and giving feedback, teamwork, customer service, innovation and utilization of technology. "At the end of the first block, my confidence improved and I couldn't believe that I had the ability to speak publicly. That was something I could only dream of having but the Certificate IV Leadership in Management Course turned that dream into reality" shared Raysie Walevo Corporate care team leader, Digicel PNG.

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 a safe distance
- 5 **HOME-** Stay at home if you can or if you are sick. Limit movement.



#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 the 1-Tok Kaunselin Helpim Lain.

Feel free to use in your internal company newsletter.

1-Tok Kaunseling Helpim Lain



7150 8000

Call the free hotline for help!

Toll-free confidential phone counselling service providing information and support for anyone experiencing family and sexual violence in PNG

If you or someone you know is a victim/survivor of any form of violence, the Wantok Kaunseling Helpim Lain can assist you.

The 1-Tok Kaunselin Helpim Lain is Papua New Guinea's first national telephone counselling service, providing support to hundreds of people throughout the country every month. The helpline operates 24-hours, seven days a week. Calls within the Digicel network are free of charge.

The helpline's team of trained counsellors provide;



Information



Referral



Safety Planning



Crisis Counselling



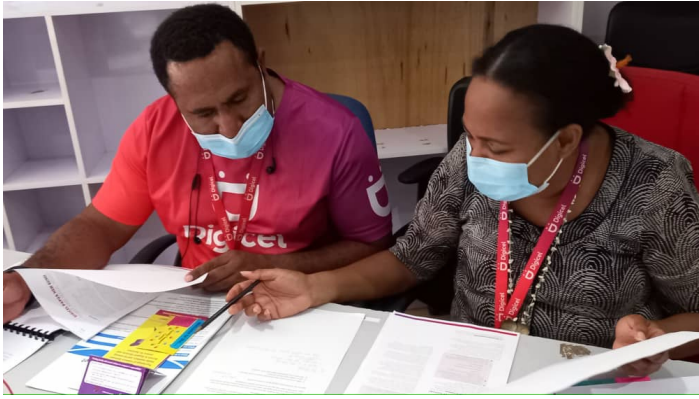
Suicide intervention

Apart from the services mentioned above, while responding to the needs of people experiencing gender-based violence, anyone requiring counselling can call the helpline.

The 1-Tok Kaunselin Helpim Lain maintains a national directory of service providers responding to the needs of survivors of gender-based violence or child abuse. With details of more than 350 services providers countrywide, the directory helps counsellors locate and refer clients to a range of services they need. The directory is regularly updated and shared with partners.

The 1-Tok Kaunselin Helpim Lain is a partnership between ChildFund, CIMC (FSVAC) and is supported by the New Zealand Aid Programme, and the expanded services are supported by UNICEF and UN Women.

Quarter 4 Highlights...



Addressing Violence Trainings

The BCFW Addressing Violence program team facilitated one (1) FSV Workplace Contact Team training for Exxon Mobil PNG and five (5) FSV Education sessions, reaching 152 staff members from different companies while the Anti-Sexual Harassment 1hour free education session was received by 42 employees from Black Swan International, Leprosy Mission, New Britain Palm Oil and PHAMA Plus. These were facilitated face-to-face and virtually under BCFW education sessions.

Cohort 18 & 19 keen to continue training in 2022

Eight organizations will soon reap the business rewards of investing in developing the leadership capacities of their female employees. Seventeen (17) women from Digicel (PNG), Black Swan International, Australian High Commission and four government agencies; University of Technology, NAQIA, Department of Works and Morobe Provincial Health Authority whose staff were sponsored through the Australia Awards program completed Block 2 of the Certificate IV Leadership & Management Course in December. This cohort, pioneers of the course in Lae, Morobe Province 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 (DFAT). Meanwhile, Cohort 19 completed Block 1 of their training and are expected to reconvene in March 2022 for Block 2 of their 6 month training.



Director Mentorship Program Closing



The Director Mentorship Pilot Program ended in October after 6 months of mentoring, coaching, setting goals and achieving them. The program primarily focused on addressing the lack of gender diversity at board levels by ensuring the environment in PNG fosters opportunities for women who have the skills, confidence and capabilities to contribute at this level of decision making through mentoring. The program was undertaken by nine (9) mentees and nine (9) mentors. Participants said the program enabled them to broaden their network of like-minded business professionals, develop specific career goals and enhanced their sense of career clarity through completing specific action steps. The program was run in partnership with Peopleconnexion, In4net and KPMG.

PNG Business Coalition for Women greatly values the support of our following partners for their efforts and facilitation of our leadership programs this year:



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 **Occupational 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.

Occupational Safety Concern

Occupational Safety is the right to be secure in one's job and career; and the right to undertake any job in any location. Examples of occupational safety include not being excluded from jobs, promotional opportunities or work locations because of your gender.

Through the Gender Smart Safety audit there are specific data collection tools designed to measure, assess and rate occupational safety concerns.

Occupational Safety = Women's safety and equity

Workplace safety is directly related to employment opportunities.

If women cannot work in certain locations or roles, they may be denied opportunities to advance their careers and to contribute on an equal basis. This can mean they lose motivation, leave their job, and miss out on leadership opportunities.

The established position held by many in industry is that safety should be non-gendered. This argument only makes sense when all job roles and all work locations are already equally safe for male and female employees. How many organisations in Papua New Guinea can truly make this claim as of today? Until this is the case, a gender-smart safety focus is absolutely necessary to achieve gender equity.

The level of safety a business provides for women is a measure of its commitment to gender equality. When a business pays attention to safety for women, this shows it is working to create an organisational culture that allows both men and women to participate equally in its success.

Effective solutions to ensure safety for women

PNG businesses can do a lot to ensure safety for women who work in remote locations. Some successful responses that have been studied are:

- Include women in discussions and decisions on safety
- Integrate a focus on women's safety into existing risk assessment and safety assurance processes.
- Improve accommodation and transportation arrangements to ensure women are safe when they travel for work.
- Complete risk assessments of work areas, equipment, and work tasks, from the perspective of female employees.

GSS tools for measuring Occupational Safety

All seven tools are used to measure the occupational safety of women as the decision to stay or leave a job can be determined by the different safety concerns.

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, how women feel about their safety at work and the physical risk rate, which is a key measure in the GSS program.

2. Women's Risk Assessment

This tool helps identify key measures. 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 behaviours, risk and threats.

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 and the rate of concern that women have when travelling to or from work and or in a specific work location.

5. Body Map

This is the simplest of the data collection tools. It aims to identify if a female employee is experiencing any pain (which might result in injury either sometimes or all the time) while completing a specific work task and the physical risk rate,

6. Key Informant Interview

Helps gather information about why women might be excluded from certain work areas or work tasks, what might have been done (as well as what needs to be done) to mitigate risks

7. Gender Smart Safety Checklist

Identifies the policies which exist in the organization. It has a list of policies listed which could help promote gender-smart safety in an organization where key responders check off if they employ them.

To our members who generously sponsored and supported our programs and events this year, we sincerely appreciate & value your partnership, and look forward to working with you all in the coming year.



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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Email: communications@pngbcfw.org

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

