

# Business Coalition for Women Newsletter



## The corporate sector's 'go to' resource for gender equality

**The PNG Business Coalition for Women (BCFW) is a group of businesses that recognise the business benefits of gender equal workforces. More importantly, the 'Coalition' develops resources to help its member businesses recruit more female employees, as well as train, develop and promote them in to leadership positions. Six years after its foundation in 2014, the Coalition has firmly staked its position as the PNG corporate sector's 'go to' resource for gender equality.**

PNG corporate heavyweights like Bank South Pacific, Steamships, Oil Search, Exxon Mobil and New Britain Palm Oil Ltd (NBPOL) are all long term members of the Coalition which boasts 48 members representing more than 25,000 employees. Coalition Chair and CEO of Origin Energy, Lesieli Taviri, reports that the Coalition has resources that assist its member businesses to:

- Improve the leadership and management skills of talented female staff
- Prepare senior female staff for executive level positions
- Give senior female staff the necessary skills to be represented on company boards
- Develop the networking capabilities of female staff
- Maximise the workplace safety of female staff
- Minimise the considerable business cost of family and sexual violence (FSV)
- Reduce sexual harassment



*"We have male dominated workforces across several of our divisions and we want this to change. The Coalition's resources help us to recruit more PNG women, as well as train and promote them in leadership roles." Michael Scantlebury, MD Steamships & HSSE Manager, Alma Urakowi*

"Not only do our resources help member businesses achieve their gender equality goals" says Taviri "they also help them derive maximum value from their female workforce and become 'employers of choice' in their sectors. Being an employer of choice is critical no matter where you are in the world but especially in PNG where we have such a small talent pool to draw from." When asked about the quality of the Coalition's services, Executive Officer Evonne Kennedy is emphatic in her response. "Our services are second to none and in some instances we have lead the global community such as with our FSV workplace policy. Moreover, we are one of the highest quality training providers in PNG." She also asks that people consider the calibre and reputation of the businesses which have long supported the Coalition as well as the increasing number of businesses that want to be associated with it and to sponsor its activities. Kennedy points to the success of Coalition programs such as the Cert IV in Leadership & Management and the overwhelming demand for its Directorship Program and Senior Executive Womens Program, the repeat

purchase behaviour of clients like BSP and Digicel, the member businesses including Oil Search and NBPOL involved in service development, the numerous positive testimonials from business leaders and their staff alike, as well as the ongoing requests for additional service development and assistance. Although the Coalition has had considerable success in delivering its breadth of gender equality services in Port Moresby, Kennedy concedes that it has struggled to gain equal traction in other parts of the country. “2020 is definitely the year for us to expand our geographic footprint especially in Lae and we anticipate attracting board members from these regions. Keen to increase the accessibility of their services, the Coalition has already begun sending trainers and gender experts more frequently to Lae, which greatly reduces member business costs of sending staff to Port Moresby. In addition to a focus on geographic expansion in 2020, the Coalition is also concentrating on additional product development, especially with regard to facilitating the inclusion of women owned businesses into members’ supply chains. Kennedy explains that not only do Coalition businesses want to improve the gender credentials of their workforces but also their supply chains. “Many of our member businesses have articulated a keen desire to support women owned businesses but they’ve also simultaneously expressed their frustration of not knowing how to go about this, including an inability to



*"Our vision is for all PNG businesses to maximise their economic potential via gender equality." Evonne Kennedy, EO BCFW (L) with Certificate 1V in Leadership & Management graduate, Tegana Polum (Newcrest Mining)*

identify businesses that meet the necessary criteria. At present we’re working with several members as well as with the Women’s Business Resource Centre to develop a resource that will help solve this problem.” All of the Coalition’s resources are responsive to the needs of the PNG business community. They are also ‘culturally nuanced’ and many of them can be tailored to suit the characteristics and requirements of individual businesses reports Kennedy. “Our member businesses tell us what they need and then we design, pilot test and refine the service right here in PNG with the assistance of our members. Our ‘made in PNG for PNG’ approach results in sustainable services that are tailor made for the PNG business environment and match the needs of our members.” Now in its sixth year of operation, the Business Coalition for Women has firmly established itself as PNG’s ‘go to’ resource for gender equality. To learn more about the Coalition and how it can help your business reap the benefits of a more gender equal workforce visit: [www.pngbcfw.org](http://www.pngbcfw.org). The Coalition 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.



Meet the Team!

L-R: Elizabeth Asigau-Program Manager, Kayleen Sapak-MEL Officer, Evonne Kennedy-Executive Officer, Lolowo Gimiseve-Admin&Assistant Project Officer and Linsy Pokambut-Project Officer





# Executive Officer's Message

Dear Members,

It is our hope that your business and staff are safe during these unprecedented times. The Corona Virus has impacted many businesses negatively and created an environment of uncertainty. BCFW also could not escape the disruption of Covid-19; during this period we have had to postpone our Certificate IV in Leadership and Management courses, The PNG Directorship Course and other work where we interface with business.

Despite these challenges, in this edition we wish to acknowledge and highlight the positive work of the business community over this first quarter. For those businesses who have paid and secured spots for our training courses, new dates for our programs have been established and will be communicated to participants and key

contacts within those businesses. The updated program calendar can also be found on page 8.

Our newsletter is one way we endeavour to continue servicing and resourcing our members, we have also increased our engagement on social media and will be investing in different ways to reach our members during this period. If you would like us to host a talking spot on your internal company newsletter please let us know.

Again, we wish everyone well during this period.

Evonne Kennedy  
BCFW Executive Officer

**Reduce your risk of COVID-19**

World Health Organization  
Representative Office for Papua New Guinea

- Clean your hands often**
- Cough or sneeze in your bent elbow – not your hands!**
- Avoid touching your eyes, nose and mouth**
- Limit social gatherings and time spent in crowded places**
- Avoid close contact with someone who is sick** (1m distance)
- Clean and disinfect frequently touched objects and surfaces**

24 Mar 2020

TELEKOM PNG  
National Broadband

MINISTRY OF HEALTH  
Papua New Guinea

# Covid-19

CORONAVIRUS DISEASE

## HELPLINE

# 1800200



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## WHY THE FOCUS IS ON ENDING VIOLENCE AGAINST WOMEN AND NOT MEN?

*Pieces of this article extracted from CIMC-Family & Sexual Violence Action Committee*

Statistics show that 2 out of 3 women in Papua New Guinea (Human Rights Watch, 2015) experience or will have experienced some form of violence in her lifetime. That means roughly 67% of women population are suffering as a result of violence. This is not to say men do not experience violence. Men also are victims of violence and perhaps extreme cases of violence occur in men's violence towards other men, which is not often spoken about or reported.

Research also shows that women and children suffer extreme acts of violence that could be physical, sexual and psychological and that eventually leads to injury or death. 41% of men in PNG admit to having raped someone and 7.7% of men admit to perpetrating male rape (Jewkes et al. ,2013).

Only 73% of survivors of GBV in PNG seek assistance and the vast majority of these individuals (88%) have sought this assistance (World Bank, 2014) through informal support structures, such as families, kinship or collegiate networks, through village courts and community leaders rather than accessing the legal referral pathway services such as police, welfare, district and national courts. This can indicate that GBV is underreported (and/or could mean that there needs to be more information sharing on the community services set up to support survivors of GBV/FSV). The workplace presents a unique opportunity to provide information to survivors of violence, which is why BCFW is committed to our policy work on Family & Sexual Violence and advocates for businesses to have trained contact teams on how businesses can provide information about what is available and where to refer to (refer to page 8).

Women are six times as likely to be accused of sorcery and most likely to be attacked than men.

PNG is one of only 5 countries in the world that do not have female representation in Parliament.

Women are condemned to a lower status than men and are continually oppressed due to age-old patriarchy laws, customs, practices and traditions. As well as other factors such as general lawlessness and lack of access to government services and opportunities.

As a coalition of businesses we have long identified a commitment to working toward changing structures and attitudes in the workplace that inhibit women from participating in all levels of the business, because we know through research and practice that we can maximize our business potential through gender equity.

The Business Coalition for Women offers policy and training for Family and Sexual Violence at work and Sexual Harassment in the workplace. For training and policy review bookings, contact Linsy on [communications@pngbcfw.org](mailto:communications@pngbcfw.org) or call on 74593108.

**CIMC**  
**FAMILY & SEXUAL VIOLENCE  
ACTION COMMITTEE**



**7150 8000**

**CALL THE FREE HOTLINE FOR HELP**

Confidential phone counseling service providing information and support for anyone experiencing family and sexual violence in Papua New Guinea

# 1st Quarter Highlights...



## BSP Family & Sexual Violence (FSV) Contact Points receive training

Pictured on the left are some of the workplace contact points for BSP PNG. Ms Alicia Sahib (second from left) who is the acting BSP FSVAC Chairperson was instrumental in drafting the company FSV policy and coordinating the implementation support for staff who are survivors of FSV. BCFW was engaged to deliver a management briefing with the BSP FSVAC and facilitate a 1-day FSV contact team training in March.

## Pacific Towing Gender Smart Safety Audit & Training

The practice of Gender Smart Safety in workplaces has emerged out of a recognition that, as more women start working in jobs previously only completed by men, there is a need to respond to specific safety needs of women in the workplace.

Pictured on the right is Lisa-Marie, a Deck Cadet with Pacific Towing, participated in the Gender-Smart Safety Audit and training from the 20th to 24th January. A taskforce team was trained to deliver the gender audit using different tools to measure the physical, emotional and occupational safety of women while at work.



## Cert IV in Leadership & Management - Cohort 14

Cohort 14 of the Certificate IV Leadership and Management course commenced on the 3 - 8 February. Block 1 was very inspiring as participants had the opportunity to speak with Lady Winifred Kamit, Senior Partner, Dentons PNG and Patron for BCFW (pictured 4th from left front row), on the different attributes of mentoring and the importance of engaging in a mentor-mentee relationship. Some of the attributes she listed were; Respect, Enthusiasm to lead and deliver, Value based, Share knowledge, Build a supportive team and Make time to listen and be heard.



## Oil Search Womens Network celebrate International Womens Day 2020

BCFW was invited by the Oil Search Women's Network (OWN) to commemorate International Women's Day 2020 as celebrated annually. Two (2) very inspiring adolescents were invited as guest speakers for the day. Miss Kaludia Wera, the former OSF Scholarship recipient and Mr Clement Kemokemo, the 2019 Oil Search Young Man of Honour, both demonstrated resilience in times of trouble and achieved their goals by stepping out of the box and empowering themselves to excel in medical school and awareness on health and menstrual hygiene respectively. Picture: Clement and Kaludia receiving gift packs from OWN representative.



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# Tips for Recruiting and Retaining Women in the workforce

The business value of having women in the workforce - at all levels - is now widely recognised, reflecting research findings and the real-world experiences of companies around the world. Leading HR advisers, management consulting firms, academics and business thought-leaders all come to very similar conclusions about how to recruit and then retain, talented women. Their tips may be adapted and/or adopted by PNG companies, as relevant to each company's particular business and company circumstances.

## ➤ Pay women and men equally for work of the same value

\*Research by Credit Suisse confirms that men earn more than women in every region of the world<sup>1</sup>. \*Offering equal pay makes a statement about the company's values and the workplace culture for prospective female employees. \*Have a pay range for each position and make this information freely available to employees. Being open about salary levels means employees know that the company is honouring its equal pay commitment.

## ➤ Create a workplace culture that embraces diversity and inclusion

\*Leaders and managers must visibly support and actively promote diversity and inclusion. All employees need to reflect this commitment in the way they work and treat each other. Women are more likely to want to work for and stay with a company that actively and openly welcomes and supports their presence.

## ➤ Implement supportive policies, programs and initiatives

\*These measures demonstrate the company's commitment to creating a safe and supportive workplace for women and men. They can include policies on family and sexual violence, sexual harassment, diversity and inclusion, family-friendly work and leave arrangements, and more.

## ➤ Set a target

\*Companies can set targets for the numbers of women in the workforce and the numbers of women at different levels of management and the executive, as well as Board representation. \*Research suggests at least 30% female representation is required to make real change to company culture.<sup>2</sup> Targets should be seen as a common goal for the company, visible to the workforce and externally. \*Companies should measure and report on progress, identifying barriers that may be preventing progress and taking steps to overcome them. \*Data should be collected and analysed to identify and quantify the business benefits of promoting gender equality.

## ➤ Make recruitment processes more inclusive

\*Make job descriptions inclusive. Use neutral language that does not suggest a bias towards one gender or reflect gendered stereotypes. \*Redesign jobs, using technology and equipment to reduce the need for physical strength. \*Reduce the number of required criteria in job descriptions, or make them broader. Unlike men, women are less likely to apply if they don't meet all criteria. \*Remove unconscious bias by removing personal information and evaluating applications on skills and experience. \*Have gender balanced selection or appointment panels (40-60% either male/female)<sup>2</sup>.

## ➤ Offer flexible work options

\*These should be available to both women and men. Flexible working arrangements can help to balance work and home responsibilities. \*Over time, this may help to break down assumptions about women being responsible for home and family matters and normalise sharing of these tasks between men and women.

## ➤ Set up mentoring/coaching schemes and networking opportunities

\*Mentoring schemes help build women's knowledge, skills, experience and confidence especially in male-dominated workplaces. They can also help prevent competent women being overlooked for opportunities and having their views ignored. This professional development and support can help women to realise their full potential and demonstrates the company's commitment to their career. \*Coaching can also help to build capabilities and confidence for women to take on nontraditional roles or higher-level positions. \*Reverse mentoring schemes, where male senior executives are mentored by women in the workplace to better understand the challenges, barriers and cultural biases that women deal with, are also very useful for companies that are serious about cultural change.<sup>3</sup> \*Networking opportunities for women to connect with male executives are important, as people tend to network with their own gender. This tends to reinforce men's dominance in senior roles.

Sources: (Note that most tips are common to the sources listed below, except where indicated on pg.10)



# 1st Quarter Highlights...



## PNGFM announces new female General Manager

Pictured left is PNGFM outgoing General Manager, Charles Taylor and the new PNGFM General Manager Rosemarie Botong. Rosemarie was one of the twenty-two participants that recently completed the Senior Executive Women Program hosted by BCFW and facilitated by ADB in 2019. Ms. Botong's promotion was announced at the PNGFM birthday anniversary at the Lamana Hotel on the 11th of March. We would like to wish Charles the best in his endeavors and thank him for supporting staff development through the BCFW leadership programs. We look forward to working in partnership with Rosemarie.

## Oil Search participate in Gender Smart Safety Training and Audit

Oil Search was one of 2 companies that participated in the BCFW Gender Smart Safety training and audit. Oil Search had initially participated in the pilot in 2016 and a new taskforce and new taskforce was selected to participate in a refresher training at Oil Search Iagifu Ridge camp, Kutubu, Southern Highlands and at Oil Search Headquarters in Port Moresby. The training was led by Mr. Dean Laplonge of Factive Consultancy and supported by the Business Coalition for Women. The audit report will entail recommendations to ensure the organization is a physical, emotional and occupational safe space for women to be employed.



## Family and Sexual Violence Contact Team Training

Pictured left are some of the Black Swan International (BSI) Family and Sexual Violence Contact Team members that participated in the 2-day Contact Team training. BSI will also be participating in the FSV Baseline survey for staff as well as conducting education sessions on sexual harassment in the workplace as part of their strategy to model a safe and enabling work environment for all staff.

## Hastings Deering share importance of employing an FSV policy

*"We absolutely want to do what we can to eliminate gender inequalities and to develop and promote our female employees, however we recognize we need to look to the experts for guidance. Doing so ensures a well planned, coordinated approach, and most importantly the safety of our employees"*

Andrew Dare, PNG & Solomon Islands Area Manager for Hastings Deering (pictured on the right)



# Calendar of re-scheduled Programs

In light of the Coronavirus (COVID-19) pandemic, many organisations have had to cancel and/or postpone operations. BCFW would like to thank all our members and associates for your understanding during these unprecedented times where most of our programs have had to be postponed. We are a strong and supportive community and we will get through this together. Below is a calendar of rescheduled program dates for the year. Stay safe and healthy.

Month 2020	Certificate IV Leadership and Management course (Cert IV)	Policy & Training (FSV and Sexual Harassment)	Others
<b>Apr</b>			
<b>May</b>			
<b>Jun</b>	29 Jun to 3 Jul – Cohort 13 Block 3	22&23 – FSV Training#1	FSV Forum (POM)
<b>Jul</b>	13 to 17 – Cohort 14 Block 2 27 Jul to Aug – Cohort 15 Block 1	17&18 – SH Training#1	
<b>Aug</b>	10 to 15 – Cohort 16 Block 1	6&7 – FSV Training#2	Cert IV C11&13 POM graduation
<b>Sep</b>	21 to 25 – Cohort 14 Block 3	9&10 – FSV Training#3	Cert IV Alumni networking event#1
<b>Oct</b>	5 to 9 – Cohort 15 Block 2	14&15 – SH Training#2	
<b>Nov</b>	2 to 6 – Cohort 16 Block 2	10&11 – FSV Training#4	26 – BCFW Members cocktail Cert IV Alumni networking event#2
<b>Dec</b>	14 to 18 – Cohort 15 Block 3		
<b>Jan 21</b>	25 to 30 – Cohort 16 Block 3		

All Family and Sexual Violence policy and training dates are tentative slots. If your organization would like to book in a management briefing or policy training, please contact us on [communications@pngbcfw.org](mailto:communications@pngbcfw.org) or call us on 74593108.

You can also access our updated calendar on our website: [www.pngbcfw.org](http://www.pngbcfw.org)

Australian Institute of Company Directors

## Establishing solid foundations

### Papua New Guinea Directors Course

The Papua New Guinea Directors Course has been designed to provide both men and women with an understanding of the duties and responsibilities of a director. The course will provide an understanding of Papua New Guinean corporate issues such as governance, finance, strategy, compliance and risk.

Please be advised that this course is postponed until further notice.  
Thank you for your understanding.

BCFW | PNGAus Partnership | PACIFIC WOMEN SHAPING PACIFIC DEVELOPMENT

This program 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.

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# BCFW MEMBERS

PAPUA NEW GUINEA BUSINESS COALITION FOR  
WOMEN IS PROUD TO HAVE THE FOLLOWING  
MEMBER ORGANISATIONS

ABT Associates  
Anitua Limited  
ANZ Banking Group  
Australia PNG Business Council Inc  
Bank of Papua New Guinea  
Bank of South Pacific  
Barrick Niugini Limited  
Black Swan International  
Cardno (PNG) LTD  
Coffey International Development PTY LTD  
Curtain Bros PNG Limited  
Deloitte Touch Tohmatsu  
Dentons PNG  
DHL EXPRESS PNG LTD  
Digicel (PNG)  
Eda Ranu  
G4S Security Solutions (PNG) LTD  
Hastings Deering (PNG) Limited  
Hilton Hotel  
Kina Bank  
KPMG  
Lamana Development Limited  
Manufacturers Council of PNG  
MiBank  
Nambawan Super Limited  
NASFUND  
New Britain Palm Oil Limited  
Norton Rose Fulbright PNG  
Oil Search (PNG) Limited  
Origin Energy PNG  
Palladium (Education Capacity Development Faculty)  
PNG Chamber of Commerce and Industry  
PNG Chamber of Mines and Petroleum  
PNGFM Ltd  
PNG Ports Corporation Limited  
PNG Power Limited  
Professional Global Solutions Limited  
Royal Papua Yacht Club  
Simberi Gold Company LTD  
South Pacific Brewery LTD  
Steamships Trading Company LTD  
Steel Industries Limited  
TE(PNG) Ltd  
The National  
Tininga  
Westpac Bank  
WINGS Education

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**Article(s) sources:**

Article: Why the focus is on ending violence on women and not men?

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Article: Tips for Recruiting and Retaining Women in the workforce

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**PACIFIC WOMEN**  
SHAPING PACIFIC DEVELOPMENT