

Business Coalition for Women Newsletter



BCFW Year In Review: Impacts & Achievements

In this edition, we'll navigate through the highlights that have defined our year, celebrating the hard successes and achievements under each strategic pillar. Our successes are not just a reflection on numbers and projects; it's a celebration of the strength of the Coalition and the commitment of each of our valued member organization, whom we share a vision of making workplaces safe, gender equal, and empowering women economically. So, join us as we revisit the highlights in the last 12 months.

Pillar 1: Economic opportunities & participation of women

Programs: Stronim Stretpla Pasin
Poroman Wokabaut Wantaim

In response to the growing emphasis on inclusivity, BCFW embarked on developing resources and tools to respond to this need. Twelve (12) months on and the Coalition is delighted to announce the creation of a new strategic pillar centered around increasing women's economic opportunities and participation. This initiative represents a significant step forward in our commitment to reducing gender parity at all levels. This pillar boasts two (2) exciting programs; The Stronim Stretla Pasin Program and Proman Wokabaut Wantaim Program.

Continued on page 5 & 6

Chairperson's Message

Season's Greetings members,

As we approach the close of another year, I am filled with immense gratitude in what we have collectively achieved. The past twelve months have been a journey of growth, resilience, and collaboration.

This year, we have accomplished remarkable milestones, that have pushed the boundaries of nurturing a workplace culture that fosters equality, diversity, and inclusion.

Our sector has been a trailblazer in advancing women's economic empowerment and gender equality, making significant strides and impact in the business community. We implemented

Family & Sexual Violence, Anti-Sexual Harassment and Gender Smart Safety policies, initiatives and undertook trainings to create safe and inclusive workplaces. The Coalition's leadership programs empowered women to take on leadership roles, developing a pool of talented female leaders and bridging the gender gaps and promoting equal opportunities for women at all levels within our respective organizations. This commitment to diversity and inclusion not only enhanced our workplace culture but also led to a more innovative and collaborative environment.

The positive impact of our efforts extended beyond our organizations, influencing industry standards and practices. By championing gender equality, we demonstrated the business benefits of diverse perspectives and inclusive practices, inspiring others to take action as well.

The ripple effect of our commitment to women's economic empowerment has contributed to a more equitable private sector landscape, driving positive change across industries and setting a precedent for the business community at large.

Just before I wrap up my commentary, I'd like to share and celebrate the key achievements of the Coalition.

- Completed the Bel isi Cost to Business Endline Research
- Supported and completed the IFC-led groundbreaking Childcare Research
- Supported the design and launch of the Meri Save Trade initiative
- Launched the Lae Seif Komuniti Program in Morobe Province
- Supported the PSDI Leadership Matters Research-Specifically for PNG, on women in leadership
- Increased Senior Executive Women's Program offerings across the country
- Developed new programs, tools and resources to drive GEDSI in the workplace
- Doubled FSV & ASH policy implementation support-training & education sessions

Evonne and her team have done a wonderful job all year round and I'd like to congratulate the team at the Coalition for serving you, our valued members, diligently. These achievements reflect our collective efforts in driving the agenda of women's economic empowerment, equality and diversity in our sector.

Looking ahead, let's continue the momentum, build on our successes, and continue to make a positive impact in our industry. Thank you for your exceptional efforts and here's to an even brighter future for the corporate sector.

With that, on behalf of the Board of the Coalition, we wish you all a safe and blessed festive season!

Warm regards,
Lesieli Taviri
BCFW Chair



Executive Director's Message



Dear members,

Reflecting on the Journey

The journey we've undertaken together as a sector over the last 10 years has been nothing short of transformative in the pursuit of our collective mission to facilitate processes that enable women's empowerment and gender equality. In 2023 we launched our new 5-year Strategic Plan; this visionary plan sets forth a clear roadmap to foster positive change for women's economic participation in PNG.

Our purpose

Led by the private sector, we work for gender equity, safety and empowerment of women and girls in PNG.

Our vision

Women have an equal place in decision making, leadership and nation building in PNG.

Our approach is centred 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.

In 2024 we celebrate our 10th year of operation, and 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.

From the board, staff and management of the Coalition, we wish you all a safe and wonderful Christmas.

Yours faithfully,

Evonne Kennedy

BCFW Executive Director



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

Senior Executive Women's Program

Course Units

Support Systems

- Support Systems within the organization
- Networks and how to develop them

Risk Management & Resilience

- Theory of risk
- Risk management framework and building resilience
- Apply the risk framework: Covid 19 and disaster risk

Financial Competency

- Financial competency and personal financial management
- Financial skills for senior businesswomen

Organizational culture and leadership styles

- Organizational culture and leadership styles

Governance

- Governance theory
- Governance in associations and state-owned enterprises
- Board of directors meeting

Communications

- Communication mode, organization culture and leadership
- Social media and its uses in communication

Transitions

- Professional development
- Taking the next step

REGISTER NOW! FOR 2024

Cohort 14

Course starts: 11 March 2024
Course ends: 22 May 2024

Cohort 15

Course starts: 18 June 2024
Course ends: 21 August 2024

Cohort 16

Course starts: 17 September 2024
Course ends: 20 November 2024

Course duration: 6 day course (2 days per month) over 3 months



“I was happy to partner with BCFW to deliver programs to women who believe they could and did develop. Their development was obvious through their increase participation. I look forward to these women continuing their journey by influencing others who will believe they can and will do”

**Guest speaker
Ernie Gangloff**



“ I learnt so much from this program, particularly from the following modules; Leadership styles & Organisational culture, Governance, Support Systems and Communications. I also had the opportunity to connect and network with other women from organisations from the public and private sector”

Participant

Course Fee : K5,390.00 per participant

For more information, contact: Annette Kula on 74593108 / 3230310
or email: akula@nnabcfw.org

From page 1.....

The 'Poroman Wokabout Wantaim' program combines, education with company leaders, training and awareness with key company male allies and discussion sessions with male staff to facilitate an environment where men actively walk beside women in creating safe, inclusive workplaces for all. Men make up a significant portion of the workforce and leadership in PNG. Our 'Poroman Wokabout Wantaim' program encourages men to use their influence and power to challenge and change existing norms and biases, help break down barriers, challenge stereotypes, and create inclusive workplaces where everyone, regardless of gender, can thrive while the Stonim Stretpla Pasin Program provides companies with the BCFW Education sessions and awareness on Unconscious Biases. The program involves an Employee Life cycle assessment tool to review and improve workplace diversity and policies.

Management briefings and educations for the Stonim Stretpla Pasin program commenced this year. The Poroman Wokabout Wantaim program was reviewed by the private sector and gender experts. This program will be ready for piloting in the coming year.

Pillar 2: Women in leadership & Decision Making

Courses: Certificate IV Leadership & Management Course

Senior Executive Women's Program (SEWP)

Foundations of Directors Course

Our Women in Leadership & Decision-Making courses have not only challenged conventional norms but have also catalyzed a cultural shift, bringing to the forefront the incredible potential and influence of women. The high demand for our leadership courses demonstrates that women are determined to pursue their professional aspirations and the increase in company's sponsoring their female employees for these courses indicates that organizations recognize the business value of having gender diverse workforces.

The Coalition this year offered and ran only one (1) Cohort of the Certificate IV Leadership & Management. Cohort 22 commenced class in April and finished in October. We hosted Cohort 18's graduation in Lae. The sixteen (16) women who made up Cohort 18 are the pioneers of the course in Morobe Province. The participants were from Digicel, Black Swan International, TE PNG Ltd, and government agencies sponsored by Australia Awards PNG: Department of Works, National Agriculture Quarantine and Inspection Authority, PNG University of Technology, Australia High Commission (Lae) and Morobe Provincial Health Authority.

The Senior Executive Women's Program (SEWP) impacted over 116 women from different industries. Six (6) Cohorts were run this year in four (4) provinces, making this the highest intake since the inception of the course in 2019. Of the 6 cohorts, 3 were run in Port Moresby, while the provincial cohorts were run in partnership with Care International under the the Sapotim Lida Project through the Papua New Guinea –Australia Transition to Health Program (PATH) program. The provincial cohorts comprised of health practitioners and administration staff from Morobe, East New Britain and West Sepik Provincial Health Authorities (PHA). The remaining three (3) provincial cohorts for Provincial Health Authorities of Western Highlands, Western Province and Autonomous Region of Bougainville.

"This training enabled me to identify where I am today in terms of my career, what I am not doing well with and how to make it better in future. I want to be able to own my leadership skills" said participant, Priscilla Wambi.

The SEWP participants were hosted to a combined professional networking event and coffee roulettes to allow them to connect and build their networks with influential business leaders.

To wrap up updates from Pillar Two (2), the Foundations of Directors (FoD) course saw seventeen participants; 11 women and 6 men complete the training. Designed for directors and executives looking to improve their knowledge of effective governance practices, the Foundations of Directorship (Online) program provides participants with a clear understanding of the duties and responsibilities of directors, the role the board plays, and how good governance enhances an organization's performance.

"The course has helped me understand my role in the board and the importance of board meetings/minutes as it relates to governance. This training increased my understanding about managing or mitigating risks for profitability and asking the right questions to better understanding the financial status of the organization. What stood out for me is being able to understand and analyze the financial statements and guide to board to making better or developing strategic decisions" a participant shared.

Pillar 3- Prevention of gender-based violence & workplace safety

Programs: Family & Sexual Violence (FSV) Policy implementation & training

Anti-Sexual Harassment (ASH) Policy implementation & training

Gender Smart Safety Solutions (GSS)

Lae Seif Komuniti Program

Addressing family and sexual violence through the implementation of policies and workplace practices not only aligns with ethical and moral considerations but also carries significant businesses rewards. The Coalition facilitated eight (8) FSV Workplace Contact Team (WCT) 2-Day trainings for eight (8) companies. Those trained will serve as their respective company's focal point to support fellow staff who are affected by FSV. The contact teams will also be instrumental in the implementation of their company FSV policy.

Prioritizing safe and respectful work spaces, the implementation of anti-sexual harassment policy training stands as a pivotal step towards enabling an empowering professional environment. The Coalition conducted four (4) ASH policy implementation trainings this year. These sessions were attended by six (6) companies in Port Moresby, Kokopo and Kimbe.

As we navigate the path towards a safer and more inclusive workplaces, the anti-sexual harassment and family & sexual violence free education sessions for all members serve as a beacon of awareness and empowerment, equipping employees and business leaders with the knowledge and tools to foster respectful and secure workforces." ore inclusive educational landscape, the introduction of anti-sexual harassment and family & sexual violence free education sessions serves as a beacon of awareness and empowerment, equipping participants with the knowledge and tools to foster respectful behaviors. A total of 16 Free ASH Education sessions for 13 companies and 21 Free FSV education sessions for 14 companies were run throughout the year.

Women's safety at the workplace is crucial for promoting diversity and ensuring employee well-being. Gender Smart Safety (GSS) is a new way of responding to safety issues in the workplace which are affected by or linked to gender. Recognizing the need to address aspects of women's safety, Pacific Towing undertook the GSS training. A repeat customer, the five (5) participants trained make up the second batch. The training will continue next year, with the safety audit exercise and final reporting and recommendation

The BCFW FSV Forum and launch of both the Meri Save Trade initiative and Lae Seif Komuniti Program concluded all the activities under the Prevention of GBV & Workplace Safety Pillar (see separate stories for all three (3) events)

Pillar 4- Knowledge creation & systems change

- Research:** Measuring the Business Case Endline Research
 PSDI Leadership Matters Research
 Childcare research

Research collaboration can lead to the formation of strategic partnerships and BCFW is honored to have partnered industry experts; International Finance Corporation (IFC) and the Pacific Private Sector Development Initiative (PSDI) to conduct and be part of three (3) crucial studies.

Workplace Responses to FSV in PNG: Measuring the Business Case Endline Research

IFC, in partnership with the Business Coalition for Women (BCFW), conducted a two-year research project to better understand how companies in (PNG) could support employees affected by family and sexual violence, and to document the benefits of such support. The research aimed to find out whether there were benefits to employees and businesses when companies responded to family and sexual violence. The research found that the measures taken by the companies were making a difference.


Leadership matters: Benchmarking women in business leadership in the Pacific

This research examined women's leadership beyond the political sphere, and focused on business and the private sector. The study collected and analyzed women's business leadership data across the 14 Pacific Island countries, including PNG. Two (2) year after its completion and launch, follow-up research commenced this year in August, where, BCFW facilitated the data collection from 101 companies. Once completed, this follow-up research aims to capture the changes positive occurring in the formal sector, particularly for PNG.

Childcare research

Business Coalition for Women in partnership with International Finance Corporation (IFC) and Factive Consultants conducted a first of its kind leading-edge Childcare research to identify challenges faced by working parents and explore solutions and recommendations for companies to consider to support their employees.

Cost of Sexual Harassment on Businesses			BCFW 2-Day Anti-Sexual Harassment (ASH) Policy Implementation Training & FREE 1-Hour Education Session
INDIVIDUAL <ul style="list-style-type: none"> • Psychological suffering • Behavioral change • Physical & mental illness 	TEAM <ul style="list-style-type: none"> • Loss of trust • Non-existent team environment • Disintegration 	Organization <ul style="list-style-type: none"> • Productivity decreases • High turnover • Progress hindered 	



2023 SNAP SHOT

76 Total Membership

8 New Members

68 Existing Members

Events

- Supported Bel isi Leadership Forum
- Supported the launching of Measuring Business Case Endline survey report
- Hosted FSV Forum in the NCD
- Launched the Lae Seif Transport Program
- Supported the Launching of Meri Save Trade
- Participated in the Hevea Cup Wellness Expo
- Supported the Senior Executive Women Program networking event hosted by Badili Club
- Participated in the EAW Walk
- Partnered with IFC to conduct the Childcare Research with 29 private companies.
- Partnered with PSDI and conducted the Leadership matters Research with 101 companies.
- BCFW approved 5 year strategic plan

New Programs

- Poro man wokabout wantaim
- Strongpla stretpla Pasin

Economic opportunities and participation of women

2 Management Briefing conducted - 21 (16F, 4M).

1 education sessions conducted with 13 (7F, 6M) participants.

1 review conducted with 6 (3F, 3M) participants.

Women in leadership and decision making

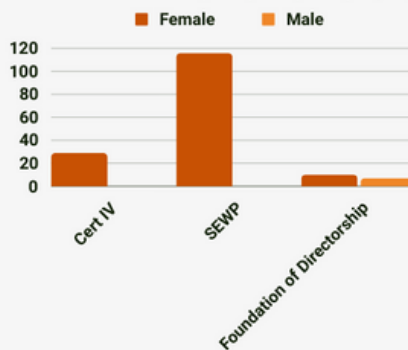
Cohorts 21 and 22 completed Certificate IV in Leadership and Management course.

6 Senior Executive Women (SEW) Program rolled out.

1 Foundation of Directorship rolled out.

GRAPHS & CAPTION

This chart below shows total registered participants for the leadership course and program. Cert IV course - 29 participants, SEW Program - 116 participants and Foundation of Directorship - 17 participants (10F, 7M).



Prevention of GBV and Workplace Safety

8 FSV Policy implementation and workplace contact team training conducted with 8 companies and reaching total staff 8, 566.

21 FSV education sessions conducted with 14 companies.

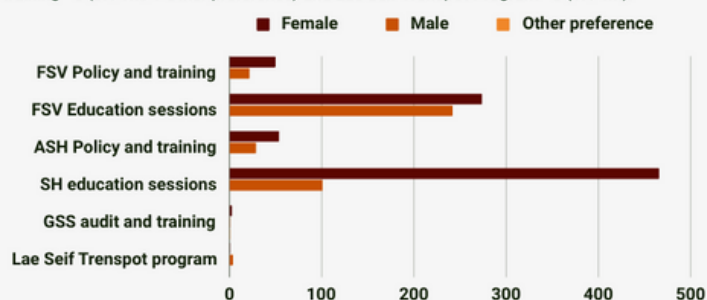
4 ASH policy implementation and training with 6 companies and reaching total staff of 2,987.

16 sexual harassment education sessions conducted with 13 companies.

2 Lae Seif Trensport training conducted in Lae with 1 bus company.

GRAPHS & CAPTION

The chart below shows total number of participants that received the prevention of GBV and workplace safety training. FSV Policy implementation and Workplace contact team training - 72 (50F, 22M), FSV education session - 516 (274F, 242M), ASH Policy implementation and training - 83 (54F, 29M), sexual harassment education session - 567 (466F, 101M), Gender Smart Safety audit and training - 5 (3F, 1M, 1 Other preference) and Lae Seif Trensport Program - 5 (1F, 4M).



Family & Sexual Violence Forum Unites Business Leaders & Civil Society Organizations in a Crucial Conversation



The Business Coalition for Women hosted its annual Family & Sexual Violence Forum, an event that brings together influential business leaders and dedicated civil society organizations to address the pressing issues surrounding family and sexual violence.

In recent years, the business community has witnessed a growing awareness of the urgent need to tackle family and sexual violence. This forum represents a crucial opportunity for leaders from diverse sectors to come together, share insights, and explore collaborative solutions to address FSV.

In its fifth year, the Family & Sexual Violence (FSV) Forum stands as a testament to the enduring commitment of the private sector in addressing and combating the pervasive issues of family and sexual violence. Having evolved into an influential platform since its inception, this year's forum marks a journey of continuous learning, growth, and collaboration.

As reflected by the theme this year; "Safe at home! Safe at work! Addressing Family & Sexual Violence, supporting employees and improving workplace safety, the FSV Forum has become an annual beacon of progress, bringing together businesses, front-liners, and advocates in a shared mission to engage in impactful discussions and collectively inform and influence strategies and policies to impact change, and create safer spaces.

"This annual forum has become a cornerstone in the Coalition's commitment to effecting positive change in the world of work. Over the years, the forum has not only facilitated critical conversations but has also emerged as a catalyst for tangible action. Our dedicated participants, including our member companies, business leaders, front-liners, and advocates, continue to inspire us with their commitment to creating safer, more empathetic workspaces. We remain steadfast in our belief that by fostering collaboration and sharing insights, we are collectively shaping safe, inclusive and gender equal workspaces and communities" said Evonne Kennedy, BCFW Executive Director.

The FSV Forum also aligned with the 20 Days of Human Rights Activism, underscoring the interconnectedness of our commitment to combating family and sexual violence with the broader pursuit of human rights. This gathering reinforced our dedication to encouraging a world where the principles of dignity, equality and respect prevail.

The forum was attended by NCD Governor, who also represented the Parliamentary Committee on Gender Equality and Women's Empowerment who shared what the Parliamentary Committee is doing in the response and prevention of all forms of violence.

"I recognize the profound responsibility that corporations bear in addressing family and sexual violence. The Family & Sexual Violence Forum offers a unique opportunity for businesses to actively contribute to creating safer and more supportive workplaces. Through open dialogue, shared experiences, and collaborative initiatives, we can forge a path towards corporate environments that prioritize the well-being of employees and actively work to address FSV" said Ed Weggemans, Managing Director of SP Brewery.

Quarter 4 Highlights...

Lae Seif Komuniti Initiative launched



The Lae Seif Komuniti Program was officially launched and witnessed by the Australian Ambassador for First Nations Justin Mohamed, President of the Lae Chamber of Commerce John Byrne, the Lae business sector and representatives from UNWomen and Sanap Wantaim Youth. The Lae Seif Komuniti Program aims to encourage security, resilience, and well-being within Morobe's capital city. By establishing this program, the public-private partnership hopes to create a supportive environment where individuals feel safe, physically. It provides a framework for crime prevention, emergency preparedness, and social cohesion, enhancing the overall quality of life for residents. Through collaboration with law enforcement, local organizations, Public Transport operators and engaging with the local community, the program encourages active participation, strengthen community bonds, and ultimately reduce the risk of crime and street harassment. In doing so, it will not only promote safety but also contribute to the growth and vitality of the community, ultimately making it a more desirable place to live, work, and thrive in.

Meri Save Trade Program launched

International Finance Corporation, BCFW and major Companies in PNG launched the Meri Save Trade in November. This initiative comes after industries reported a shortage of skilled workers, while women are currently underrepresented in productive and well-paid trades jobs. The initiative aims to change the narrative, by creating more and better job opportunities for women. The Meri Save Trades initiative, an 18-month program, will equip firms with the know-how to strengthen recruitment, promotion and retention of women in technical and trades positions and build safe and respectful workplaces for all. Helping the private sector create more and better jobs for women, including in leadership, has the potential to boost business productivity and drive economic growth in PNG.



Poroman Wokabaut Wantaim Program reviewed

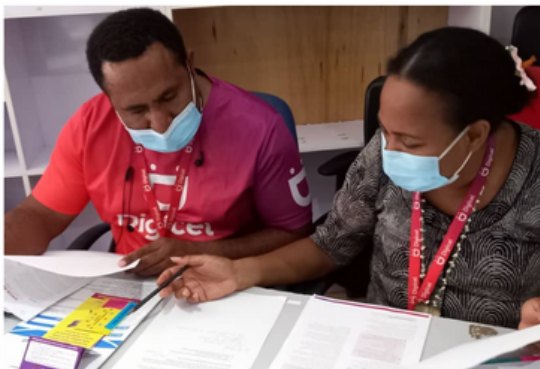
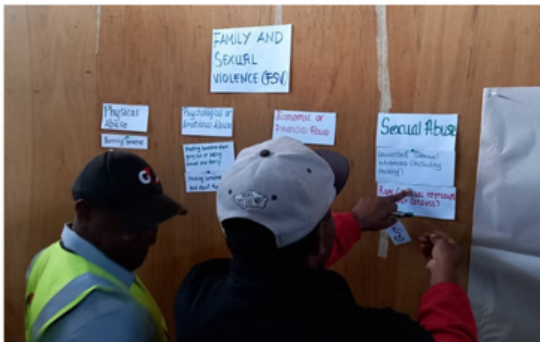


BCFW reviewed the education materials for our new groundbreaking 'Men as Allies' Program with representatives from the private sector and people living with disabilities. Branded as the 'Poroman Wokabaut Wantaim', this program combines, education with company leaders, training and awareness with key company male allies and discussion sessions with male staff to facilitate an environment where men actively walk beside women in creating safe, inclusive workplaces for all. We are grateful to our members Credit Corporation, BSP Financial Group, and Leprosy Mission, for brining diverse perspectives to the discussions. Your contributions will go a long way in shaping this program.

TIPNG equip staff with information about FSV & Sexual Harassment

Undertaking education sessions on family and sexual violence, as well as sexual harassment in the workplace, is of paramount importance for businesses like Transparency International PNG, in their pursuit for creating a safe, inclusive and conducive workplace. Investing in awareness and education sessions enables employees to become better equipped to recognize, prevent, and address violence and inappropriate behaviors, and in turn, promotes a culture of respect.





**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 & Karen on:
oimatana@pngbcfw.org or ktago@pngbcfw.org .
You can also call 323 0310/7459 3108
to book your FREE session!

Quarter 4 Highlights...

ENB Provincial Health Authority complete SEWP



Demonstrating a commitment to gender diversity and professional development, the East New Britain Provincial Health Authority (ENBPHA), had twenty (20) of its health professionals undertake the Senior Executive Women's Program (SEWP) from November 6-10. Covering crucial modules from governance to risk management, financial competency, support systems and organizational culture, these skills will not only help them advance in their careers but will also contribute to better patient care and the sustainability of healthcare sector. Essentially, the new gained-knowledge will empower them to lead the development of new healthcare solutions and services, ultimately benefiting patients and communities. This leadership training is supported and funded through the PNG-Australia Partnership and is implemented in collaboration with CARE International in PNG & BCF.

Vanimo's Health Professionals undertake SEWP

Twenty-three (23) female health professionals, comprising of health practitioners and administration staff, from the Vanimo Provincial Health Authority (PHA) successfully completed the Senior Executive Women's Program in October. Their participation highlights the pivotal role they play in shaping the future of the healthcare system. We are excited to see how their expertise, new gained knowledge and insights will drive innovation and positive change in the health sector. The SEWP will be rolled out to the Provincial Health Authorities of East New Britain, Western Province and Autonomous Region of Bougainville over the next few months and early 2024.



Business community commemorates International Day for the Elimination of Violence Against Women



25 November is International Day for the Elimination of Violence Against Women (EVAW). Violence against women and girls is one of the most devastating human rights violations in our world today. In PNG, 1 in 3 women experience violence. Participating in this event is of paramount importance as it serves as a global call to action to address a pervasive and deeply rooted issue that affects women across all societies. This day not only raises awareness about the prevalence of violence against women but also underscores the urgent need for collective efforts to eradicate this issue. BCFW's participation in this event reaffirms our commitment to promoting gender equality, human rights, and social justice.

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



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 talk about the significance of mental health.



What is Mental Health?

Mental health refers to a person's emotional, psychological, and social well-being. It encompasses an individual's ability to handle stress, maintain healthy relationships, work productively, make sound decisions, and cope with the challenges and changes in life. Good mental health doesn't mean the absence of mental health issues; rather, it implies the ability to manage them effectively.



How does Mental Health relate to FSV?

Mental health is closely related to family and sexual violence in several ways. Survivors of family and sexual violence often experience profound psychological and emotional trauma, leading to mental health issues such as anxiety, depression, post-traumatic stress disorder (PTSD), and low self-esteem. Witnessing or experiencing such violence can also impact the mental health of family members. The stigma and shame surrounding these experiences can prevent survivors from seeking help.

How can we support survivors?

Identification



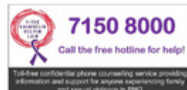
Identify survivors who may need support through various channels (e.g., reports, disclosure, and self-identification).

Listen and Validate



Provide a safe, non-judgmental space for the survivor to share their experience, and validate their feelings and experiences.

Connect with Services



Help the survivor access professional services, such as counseling, medical care, and legal support. Refer the survivor to specialized professionals, such as therapists, if necessary.

Emotional Support



Offer ongoing emotional support through counseling or support groups. Encourage self-care practices.

Education and Awareness



Provide education on healthy relationships, consent, and signs of abusive behavior. Promote awareness campaigns to prevent family and sexual violence.

Services available in PNG

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 anyone you know is experiencing any form of violence or need someone to speak to, call the confidential 1-Tok Kaunseling Helpin Lain on 7150 8000, which operates 24 hours, 7 days a week, and speak to a professional phone counsellor.

**PAPUA NEW GUINEA
COUNSELLORS' ASSOCIATION**

Help clients to understand their problems, guide them to explore other options/strategies, and empower them to solve their issue(s) applying the most suitable approach.

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 give you an insight of the GSS package.

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 the 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.

Our innovative gender smart safety program takes into account the fact that women often have different safety concerns than their male colleagues. And we have a range of tools and solutions available to strengthen the business efforts to improve women's safety in workplaces in PNG through:

- Providing Training (up to 12 staff) and support to equip staff with the skills to perform Women's Workplace Safety Audits across multiple worksites and create a baseline report on findings with recommendations to senior management for implementation.
- Advising on policy development
- Advocacy and education
- Evaluation of women's safety by supporting the newly established GSS task forces in businesses through its GSS community of practice
- Support to access the GSS website and resources
- Implementation and post training support for 1 year

Gender Smart Safety (GSS) Policy and Implementation Package:

Companies will receive the following:

- Management Briefing
- Model Policy
- 2 Day Gender Smart Safety training on audit tools
- Safety Audit on site
- Company Report with recommendations
- Be part of the Community Of Practice
- Access to the GSS Web Portal
- 30 minutes Post Management Briefing



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

Associate Members

Australian High Commission
Caritas Technical Secondary School-Kimbe
International Education Agency
Leprosy Mission PNG
Mary Help of Christian Technical Institute
National Capital District Commission
PNG Auditor General's Office
Sonoma Adventist College
Transparency International PNG



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PNGAus Partnership

PACIFIC WOMEN

SHAPING PACIFIC DEVELOPMENT