

Business Coalition for Women Newsletter



We Need Gender Diversity in the Tech Industry #Embraceequity

This International Women's Day, 8 March 2023, the Business Coalition for Women and its 81 member organizations joined thousands across the country to celebrate under the theme DigitALL: Innovation and technology for gender equality.

Although women make up almost half the workforce population, studies show that the digital gender gap continues expanding in many developing countries like PNG, creating a specific need to support digital gender equality. Globally, in 2022, it was found that 62% of men are using the Internet, compared with 57% of women.

The business value of gender equality in work-force's have been well documented, but despite this, lack of gender equality and inclusiveness remain a paramount issue in the IT world. Female under representation affects not only the well-being of individual organizations but also leads to the shortage of professionals in the entire tech sector.

“Lack of female participation in the IT or technology fields deprives this industry of the crucial human resources it needs to grow. If Papua New Guinean women are unable to access the internet and do not feel safe online because of online/cyber violence, they are unable to develop the necessary digital skills to engage in digital spaces. Applying the same principles of gender diversity in leadership levels, lack of women’s participation in IT fields comes with massive costs to businesses” said Evonne Kennedy, Executive Director of PNG Business Coalition for Women.

More on page 7

Chairperson's Message

I am delighted to present the first quarter newsletter of our coalition, and I am pleased to report that we have made significant progress towards achieving our mission of promoting gender equality in the workplace.

At the heart of our mission is the belief that gender equality is not only a moral imperative but also a business imperative. The evidence is clear that diverse and inclusive organizations perform better in every aspect, from financial performance to innovation and decision-making.

However, we must also acknowledge the ongoing challenges that many women continue to face, both in their personal lives and in their professional careers. Women also often face discrimination and inequality in the workplace, and we must work to eliminate gender bias in hiring, promotion, and pay, and ensure that women have equal opportunities to succeed in any field they choose. This includes ensuring that women have equal opportunities for leadership and advancement, and addressing the systemic barriers that prevent many women from reaching their full potential. We must also work to create a safe and inclusive workplace where all employees, regardless of gender, feel valued and respected.

By promoting gender equality, we are not only creating a more just and equitable society but also unlocking the full potential of our businesses. We are tapping into a vast pool of talent, creativity, and innovation that was previously untapped, and we are creating a workplace culture that attracts and retains the best and brightest talent.

We must also prioritize women's economic empowerment. This means providing women with the resources, skills, and support they need to participate fully in the economy. This includes access to education and training, financial resources, and mentorship and networking opportunities. By empowering women economically, we not only lift up individuals but entire communities and countries.

As a coalition, we are committed to taking action and driving change in our respective organizations. We are working to create policies and practices that support gender equality, including pay equity, flexible working arrangements, and diverse leadership pipelines. We are also committed to providing education and training to our employees, managers, and leaders on issues related to gender equality and inclusion including workshops, training sessions, and mentorship programs that help to develop diverse talent and create a more inclusive workplace.

In conclusion, as a coalition, we are committed to driving change and creating a workplace culture that is inclusive, diverse, and equitable. Together, we can make a difference and create a more just and prosperous society.

Thank you for your continued support and dedication to this important cause.

Sincerely,

Lesieli Taviri
BCFW Chair



Executive Director's Message



Dear members,

Welcome to the first edition of the 2023 newsletter.

We are anticipating another massive year to progress gender equity, gender diversity, safer workspaces, and creating in-roads for retention and promotion of women because benefits of gender equality is good for business and is essential for the entire society.

We know that businesses that actively encourage gender equitable workforces and ensure women are in decision making roles, are more innovative and profitable. We also know that there continues to be injustices in our systems including gender pay disparity and unconscious bias when it comes to recruitment and promotion of women. We are currently developing resources to help companies understand these disparities and what they can be doing to close the gap.

In February we partnered with the eSafety Commissioner Australia to deliver a session about online violence and what our member companies can proactively do. This form of violence is widespread and takes considered effort by individuals and organisations to mitigate risks to their staff and business. We see an ongoing need to monitor the risks and put in place mitigation strategies to ensure safe workplaces; staff education and awareness is part of this process.

In March I flew to Lae to witness the graduation of 16 women from Cohort 18 under the Certificate IV Leadership & Management course. This was the first time the Certificate IV in Leadership and Management had been delivered in Lae and we hope there will be more to follow. Registration for Cohort 22 is open and we encourage business leaders and heads of HR to sponsor your emerging leaders for this life-changing leadership course.

BCFW is currently working closely with the International Finance Corporation (IFC) and Factive to conduct Childcare research in PNG. This research is the first of its kind in PNG and seeks to understand the experiences of working parents and employer supported childcare.

We continue to lobby for safer conditions for women and girls who commute to work every day, the Coalition and its member organization Tok Stret Consulting and the Lae business community are working together to implement the Lae Seif Komuniti Program aimed to address street harassment, safe public transport and other social issues which hinder women's movement to and from work.

As a sector, we have a long year ahead of us but may we not lose sight of who we are as a coalition, we are a coalition that understands the need for diversity in decision making and act to change systematic and structural inequalities which positively impact business. We should constantly remind ourselves that we are not separate from the communities we work in and thus our work as a coalition should always seek to be inclusive of community voices and how we as a coalition can support community identified solutions that seek to progress diverse voices in decision making, address violence and systems change for a better PNG.

Evonne Kennedy
Executive Director



"I enjoy the online delivery and facilitation of the course, as it is convenient, especially having to have the classes at my workstation, then resuming work right after the classes"

Rosemary Lalaga
Bank of PNG
Cohort 20

Course requirements:

*All participants are required to do a Basic Key Skills Builder test online to assess basic literacy and numeracy skills

*Laptop & access to good internet

What does the Leadership and Management course involve?

*Australian standard Certificate IV Accreditation Access to online Tafe Queensland library

*Stepping stone to Diploma in Leadership and Management

* 29 week course every Monday and Tuesday (Monday 3 hours & Tuesday 3 hours)

*One-on-one mentorship with facilitators for 6 & half months

*Exposure to BCFW membership networks (Cert IV Alumni)

*Take home assignments and workplace-based projects



**MAKE
GREAT
HAPPEN**



RTO 0275 | CRICOS 03020E | HEP PRV13003



REGISTRATION OPEN!

Certificate IV Leadership &
Management Course
Cohort 22

ONLINE!

Registration close date: April 18 2023

Course commences: April 24 2023

Course ends: October 02 2023

To register, contact Lolowo Gimiseve on
lgimiseve@pngbcfw.org or 323 0310/7459 3108

EXCLUSIVE TO BCFW MEMBER ONLY!

Quarter 1 Highlights...

Academia & HR personnel of Sonoma Adventist College receive ASH training



Deans, HR & Finance personnel, lecturers and staff members serving in key roles at the Sonoma Adventist College undertook the BCFW Anti-Sexual Harassment Training (ASH). The training is part of the BCFW ASH Model Policy Implementation package. To suit the institution's organizational culture and needs, policy support and implementation are key in executing the policy, hence the training to enable employees how to recognize and respond to sexual harassment. An important aspect of this training was working collectively to create the organization's internal reporting and investigation process. This training was conducted under the PNG-Australia Partnership's Incentive Fund to enable the institution to develop new GEDSI policies and best workplace practices to support the welfare of staff and students.

Westpac FSV Workplace Contact Team established

The negative impacts of FSV affects individuals, their families and communities, and also imposes costs for organizations they work for because of absenteeism and reduced productivity. To improve their organizational response mechanisms, Westpac PNG established their FSV Workplace Contact Team. This team comprises of 18 branch managers and employees serving in key positions and rained to recognize, respond and refer their fellow colleagues affected by FVS to seek support from relevant FSV services both offered by the company through their FSV policy and those available in the community. "It is good to note that my employer is advocating against FSV and is currently putting together a policy that will protect the business and the staff. The policy is an important document that will guide how the company should respond to staff affected by FSV" said a trained contact point.



Lae Safe Transport MoU Signing & Bus crew ASH Training



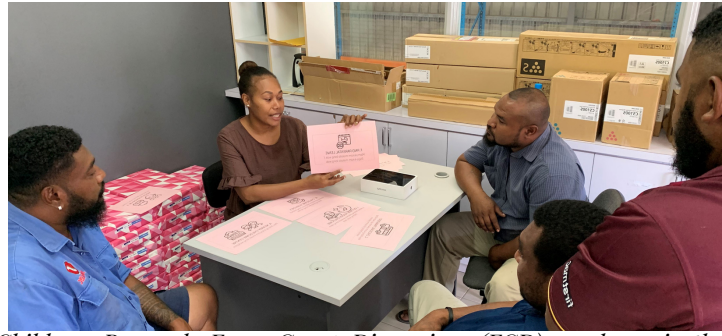
Bus driver and crew from selected Public Motor Vehicle (PMV), participating in the Lae Seif Komuniti Trensport Initiative received the Anti-Sexual Harassment (ASH) Training and Customer Service training facilitated by BCFW and Tok Stret Consulting respectively. The ASH training aimed to enable the bus crews to demonstrate an understanding of and ability to communicate what sexual harassment is and their response to sexual harassment, demonstrate an understanding of the roles and responsibilities of the bus operator and bus crew providing safe transportation for passengers and develop a clear understanding of what customer service they are required to provide.

Paradise Foods Limited undertake 2-Day FSV Training

It doesn't matter where it occurs. Family & Sexual Violence (FSV) hurts your business. Recognizing the business value of addressing FSV, Paradise Foods Limited (PFL) undertook the BCFW 2-Day Workplace Contact Team (WCT) training were key personnel who will be at the forefront of implementing the company's FSV related policies were trained. The participants built their capacity and increased their knowledge to recognize, respond, refer, and support PFL staff whose work-life is affected by FSV. The 2-Day training covered what FSV is and how it affects the workplace, The workplace strategies or policy to address FSV, FSV Service Providers and Referral pathways, Disclosures: How to have the conversation Framework and; General knowledge and skills to raise general awareness about FSV within the workplace.



Childcare is a business issue



Different methods were used to collect data for the Childcare Research. Focus Group Discussions (FGD), as shown in the image was one of 3 methods. These FGDs enabled the research team to gain a deeper, more meaningful insights on challenges faced by working parents and what solutions employers can consider to support working parents with their childcare needs.

Childcare issues are not isolated to the home or families, it spans out to the businesses if parents are working. In some cases, childcare issues determine where parents work, when they work and for many, why they work.

According to a study carried out by Modestino, et al, employers that provide high-quality childcare not only differentiate themselves from the competition but also create a benefit that fosters retention.

Considering the business value of employer-supported childcare, the Business Coalition for Women in partnership with International Finance Corporation (IFC) and Factive Consultants are currently conducting 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.

A study of this type has not been conducted before in PNG, however, IFC's global Tackling Childcare Report (2017) identified childcare as an important business need. In Fiji for example, it was discovered that childcare responsibilities impact the ability of parents to perform at work and focus on their job.

Other adverse impacts include:

- 1.Reduced work performance ;
- 2.High turnover of employers
- 3.Lateness or having to leave early
- 4.Turned down a promotion or job offer due to childcare responsibilities
- 5.Absenteeism
- 6.Low productivity

It was also discovered that businesses were losing, on average, almost 13 working days per employee per year due to childcare-related issues and demands.

But the same report Tackling Childcare Report (2017), found that there are real business benefits when organizations support their employees, particularly the working parents. Meeting childcare needs of working parents can bring significant gains to employers through:

- 1.Higher employment commitment,
- 2.Substantial reduction in costly employee turnover
- 3.Improvement in productivity
- 4.Reduced period of filling vacancies
- 5.Decreased absenteeism
- 6.Retention of high skilled employees
- 7.Increased workforce diversity; and
- 8.Enhanced corporate reputation and access to markets

The survey is been undertaken by 31 large PNG businesses since the start of the year and is expected to end in mid-April. The data collected will be analysed and a report is expected to be published mid this year. Each participating company will be provided key findings from the research in their respective workplaces to help them leverage the business benefits of providing childcare support to their employees.

It is up to businesses to think creatively about ways to build the childcare infrastructure needed to help working parents keep working for their families, and the economy as a whole.

From page 1...

The existing lack of gender diversity compounded with other factors hinder women either from venturing into IT-related fields or using the internet. They include:

- 1.Cyber/online or IT facilitated violence
- 2.Lack of role models
- 3.Prejudice based on gender; and
- 4.Sexual Harassment

Since 2014, the Coalition has been working with likeminded organizations across multiple sectors, including the IT sector, to help businesses understand the value that their female staff bring to the company.

Mindful of how the business landscape has been digitalized, the Coalition also tries to adapt and keep up with these changes. Our Family & Sexual Violence (FSV) Forum in 2022 focused on what the corporate sector can do to address online/cyber violence. The consequent online webinar conducted in February in partnership with e-Safety Commissioner of Australia and attended by the corporate sector highlighted the importance of safer internet, all of which are aimed at making the digital space safe for women to participate fully and equally. Moreover, the corporate sector, through the Coalition's Anti-Sexual Harassment (ASH) Policy, work towards addressing inappropriate behaviour. IT-facilitated harassment or violence is prohibited under this policy.

Bringing women into technology results in more creative solutions and has greater potential for innovations that meet women's needs and promote gender equality. Women bring fresh approach and offer unique perspectives to meet challenges, solve problems, and design new products. They can also bring more women into the tech fold, and since technology often offers high salary opportunity, their presence in the industry can help reduce the overall gender pay gap.

It is challenging for women to venture into a male-dominated industry, however change is promising. Women can drive real progress in any given tech organization, and companies that embrace diversity and inclusion are always the employers of choice.

16 women develop essential business operation skills.



Sixteen women employed by Digicel (PNG), TE PNG, Black Swan International, Australian High Commission and Australia Awards PNG (AAPNG) sponsored participants from the University of Technology, NAQIA, Department of Works & Implementation (Lae) and Morobe Provincial Health Authority pioneered BCFW's Certificate IV Leadership & Management Course in Lae, making them the first to undertake this leadership program in the province.

The Certificate IV Leadership & Management course is a professional development program designed to help women develop the skills and confidence they need to succeed as leaders and managers.

By providing women with leadership and management training, we are helping to level the playing field and ensure that women have the same opportunities as men to advance in their careers as well as increasing the diversity of our leaders and bringing a wider range of perspectives and experiences to the table.

Overall, training women in leadership and management is not only the right thing to do from a social justice perspective, but it also makes good business sense. By investing in our female employees, we are building a stronger, more diverse, and more successful organization. Graduating with Certificates accredited to Australia's Graduate Business



School's standards, Digicel's Priscilla Afualefi said the course helped her develop her public speaking skills and a passion to empower others. Priscilla facilitates financial literacy trainings during her free time and adds, her new-gained knowledge through the time management module enables her work-life balance.

Australia award sponsored participant, Evah Kuamin shared the challenges of working in a male dominated agency. She said gaining insights into communication and leadership styles helped her to be assertive, solve conflicts and make sound decisions.

The 16 women from Cohort 18 brings the total number of women impacted by this leadership training to about 300 women across multiple professions and fields.



Senior Executive Women's Program

A program designed to fit conveniently into your work schedules

The Senior Executive Women's Program (SEWP) curriculum was developed with the support of PSDI. PSDI is a regional technical assistance program undertaken in partnership with the Asian Development Bank, the Government of Australia, and the Government of New Zealand.

REGISTER NOW!
REGISTRATION ENDS: MAY 26, 2023
COURSE COMMENCES: JUNE 13, 2023



ABOUT SEWP

The Senior Executive Women's Program (SEWP) is for you, if you want to build **confidence**, expand your **knowledge** of **business operations**, and establish **networks** to enable you to take a step up to an **executive role**.

THE COURSE IN BRIEF

The Senior Executive Women's Program (SEWP) consists of 6 full day face-to-face sessions. Cohort 6 will commence, from June to July of 2023 with sessions commencing on the 13th-14th of June, 27th-28th of June, and 4th-5th of July 2023.

REQUIREMENTS

Apart from your willingness and commitment basic requirements are the fee and your employer's support in allowing you to attend and participate in the program. This program is **EXCLUSIVE** to **BCFW members**.

COURSE TOPICS

The course will cover support systems, risk management and resilience, financial competency, organisational culture and leadership styles, governance, communications, and career transitions.

COURSE FEE: K5 390

To register, contact Annette Kula on akula@pngbcfw.org or 7453108/3230310

"I learnt so much from this program, particularly from the following modules; Leadership styles & Organizational Culture, Governance, Support Systems and Communications. I also had the opportunity to connect and network with other women from organizations both from the private and public sectors"

Veronica Rabia
Protocol Manager
Australian High Commission
Participant



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

Ernie Gangloff
Gangloff Consulting
2021 SEWP Guest Speaker
Risk Management & Resilience

Quarter 1 Highlights...

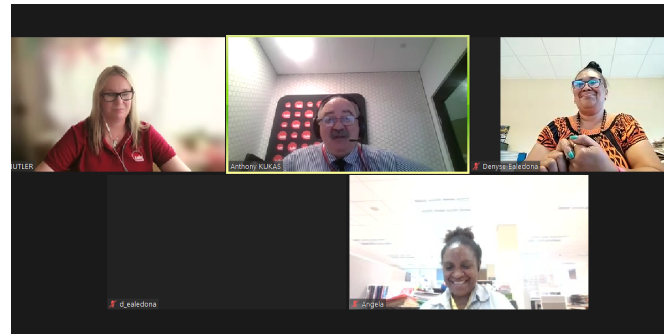
Certificate IV Leadership & Management Course Cohort 20 complete training

Sixteen women have enriched their management and leadership skills after completing the 6 months Certificate IV Leadership & Management Course. This cohort is the first to undertake this leadership course virtually, delivered by Tafe Queensland. The emerging leaders have an increased knowledge in communications and self awareness, demonstrating leadership in the workplace, coordinating business operational plans, applying business risk management processes, project management, building and maintaining business relationships and developing and using emotional intelligence.



Certificate IV Leadership & Management Course Cohort 21 progressing well.

Certificate IV Leadership & Management Course Cohort 21 are into their 5th month of training online with Tafe Queensland. The 16 participants from cohort 21 have covered crucial topics from leading difficult questions, communication styles, developing work priorities, building and maintaining business relationships and building and applying emotional intelligence. Cohort 21 will complete this leadership training in April.



Senior Executive Women's Program (SEWP) Cohort 5 completed first 2 days of training

The Senior Executive Women's Program (SEWP) Cohort 5 completed Day 1 & 2 of the leadership course earlier in March. Aimed at increasing female participation in senior managerial roles, the 18 participants from the public and private sector covered the Support system, financial competency and risk management modules. Day 2 and 3 of the training were done on April 11 & 12 and the final 2 days will be rolled out in May. At the end of the course, it is aimed that the participants will have built their confidence, increased their knowledge about business operations and establish networks with other senior women in the private and public sectors.



Foundations of Directorship course near completion

Eighteen (18) CEOs, company secretaries, Heads of HR and board members from different organizations within the private sector are nearing completion of the Foundations of Directorship Course. Upon completion, the participants would have developed a clear understanding of effective governance, financial competency and risk management, thus, enabling them to have a clear understanding of duties and responsibilities of directors and the role the board plays.



FSV Lift-Out Page

As part of the Coalition's ongoing support, we will provide information about Family & Sexual Violence and Anti-Sexual Harassment for our members to use to drive awareness and advocacy within their workplaces. In this issue, we highlight the importance of having a FSV policy and an introduction to BCFW's FSV Policy implementation package.

Family and Sexual Violence (FSV) Policy & Implementation Package

How is FSV a business issue?

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

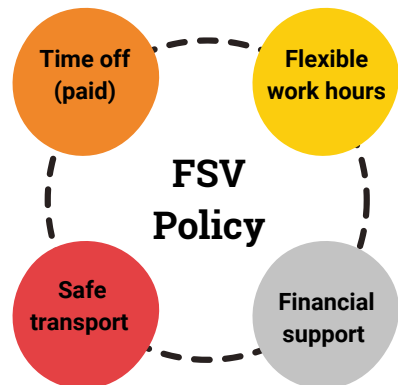
What is the business value of addressing FSV and how can it be addressed?

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

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

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

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



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

Snapshot of companies implementing the FSV policy

27

PNG businesses have implemented the FSV policy

392

FSV Workplace Contact Teams trained

42

FSV WCT Trainings conducted

58

FSV Education session facilitated

Success stories from companies implementing the FSV policy



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



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

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



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

REGISTRATION OPEN

2-Day Anti-Sexual Harassment (ASH)
combined training.

September 06-07 2023 | Port Moresby



Cost of Sexual Harassment

- Low morale
- High Absenteeism
- Reduced productivity
- High employee turnover
- Presenteeism
- Company reputation tarnished
- De-motivation

Business value of addressing sexual harassment:

- Enables businesses to mitigate risks related to sexual harassment
- Build a respectful, supportive and safe workplaces
- Decreases levels of stress
- Increases motivation among employees
- Increases staff productivity; and
- Encourages respectful relationships and builds teamwork

What the training covers:

- Adverse impacts of sexual harassment
- How to respond to sexual harassment issues within the company and in line with the policy
- How to appropriately respond to the victim's disclosures
- How to support and coordinate access to available workplace and community support
- How to appropriately escalate allegations of employees perpetrating sexual harassment at the workplace.
- PNG legislation; and
- Identifying appropriate & inappropriate behavior

Book your space today!!

Contact Olive on: oimatana@pngbcfw.org or 3230310/74593108 to register

Safe spaces make great workplaces!

BCFW MEMBERS

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

ABT Associates	PNG Chamber of Mines & Petroleum
Anitua	PNG Mining and Petroleum Hospitality Services
ANZ Bank	PNG Namba Wan Trophy Limited
Ashurst	PNG Ports Corporation Limited
Australia PNG Business Council	PriceWaterhouseCoopers
Bank of Papua New Guinea	Professional Global Solutions Limited
BSP Financial Group Limited	Professionals NCD Real Estate
Barrick (Niugini) Limited	Propest Control Limited
Black Swan PNG International	R & A Marine Services Ltd
Cardno	Rhodes PNG
Deloitte Touche Tomatsu	Royal Papua Yacht Club Inc
Dentons PNG	Santos
Digicel PNG Limited	Simberi Gold Company Limited
DFJ Digital Marketing	South Pacific Brewery Limited
Exxon Mobil PNG	Steamships Trading Company Limited
G4S Secure Solutions Ltd	Steel Industries Limited
Hastings Deering (PNG) Limited	Swire Shipping
Johnstaff International Development	TE (PNG) Ltd
Kina Securities Limited	Tetra Tech International Development Pty Ltd
KPMG	The Pacific Star (The National)
Lae Biscuit Company Ltd	Tininga Limited
Lamana Development Limited	Tohouwa (PNG) Ltd- Fairprice
Melanesian Trustee Services Ltd	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
PHAMA Plus Program PNG	WINGS Education
PNG Chamber of Commerce & Industry	

Associate Members

Australian High Commission
Department of Information & Communications Technology
International Education Agency
Leprosy Mission PNG
Mary Help of Christian Technical Institute
PNG Auditor General's Office
Transparency International PNG
University of Goroka
Women in Coffee Association



• **BCFW** •

Business Coalition for Women

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



PNGAus Partnership
PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT