

Business Coalition for Women Newsletter



BCFW Year In Review: Impacts & Achievements

As the corporate sector's go to resource for gender equality, the team here at the Coalition was on its toes all year round supporting businesses to develop and share good practices relating to recruiting, retaining and promoting women employees.

Pillar 1: Addressing violence

Family & Sexual Violence Policy & training | Anti-Sexual Harassment policy & training | Gender Smart Safety (GSS) Training & Audit

Solutions for overcoming the challenges faced by women in the workforce go beyond individual businesses that is why the Coalition was working with PNG's private sector to tackle these issues collectively. Under this pillar BCFW supports companies to address violence to create safe work places.

This year, we conducted a total of 7 Family & Sexual Violence (FSV) 2-Days policy implementation support trainings, where 60 staff from 7 different companies were trained and certified as FSV Workplace Contact Points.

The BCFW Anti-Sexual Harassment (ASH) model policy is provided with a 2-Day training. The demand for this policy increased, thus, training for the implementation of the ASH policy doubled. BCFW conducted 7 trainings, training 100 employees from 11 companies to support the implementation of their organization's Sexual Harassment policy.

To ensure their workplaces are safe and free from emotional, physical and occupational related risks, PNG Power Ltd and Solar Solutions implemented the Gender Smart Safety (GSS) training and audit training. BCFW facilitated the GSS training for 14 employees from both companies. The training enabled these staff to conduct workplace health and safety audit which incorporates women's safety in their current practices. The safety audit identifies if there are physical, emotional or occupational safety concerns for women, and identifies mitigation strategies.

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Chairperson's Message

Season's Greetings members,

Season's Greetings members!

As the end of the year approaches, I find myself thankful for the private sector's efforts and dedication to being innovative and an inclusive driver of business growth through positive change for women in PNG.

Before we take a look at the year that was, I'd like to commend the efforts of those behind the establishment of the Permanent Parliamentary Committee on Gender Equality, Women's Empowerment and Gender-Based Violence (GEWE-GBV). This new committee will continue the work started by the Special Parliamentary Committee, and importantly, to hold the government bodies accountable for their efforts to empower women and end violence. The private sector remains optimistic in unifying our efforts with this committee in areas that require the input of both the public and private domains.

As a sector we can take pride in the fact that we recognize and understand the impacts of family & sexual violence (FSV), benefits of being supportive and responsible employers, and the business rewards we reap when we have safe, violent-free, gender equal and gender diverse workplaces.

This year, the Coalition delivered the highest number of sexual harassment trainings, an indication that businesses recognise that improving workplace prevention and response requires an approach that looks beyond just policies and procedures, but also place emphasis on the importance training is as a tool for preventing sexual harassment.

Your repeat subscription to the programs and services offered by the Coalition defines the quality of content we offer. Even more inspiring is the energy each of you businesses continue to give in the face of socio-economic challenges.

As business leaders; CEO, Managing Directors, Executive Managers and Board members in our respective organizations, it is our biggest responsibility to address Family and Sexual Violence and promote gender diverse workforces, in order to drive changes in company culture, and ensure employees feel safe, comfortable and supported to develop professionally.

While the time has approached for many of us to pause and reconnect with family, friends, I am encouraged at the prospects that 2023 will bring. My enthusiasm is bolstered by all of the life-changing work our members do every year.

With that, on behalf of my board, Executive Director Evonne Kennedy and the staff of BCFW, we wish you all a wonderful Christmas and prosperous New Year and look forward to continuing our partnership with each of you.

Yours faithfully.

Lesieli Taviri

BCFW Chair.



Executive Director's Message



Dear members,

Looking back at the last 12 months, I am reminded of a saying by a global keynote speaker, author and podcaster, Simon Mainwaring who said “Effectively, change is almost impossible without industry-wide collaboration, cooperation, and consensus”. Although challenging, this year was rewarding in so many ways because of the support and partnerships we continue to receive and share with each of you.

A year of growth: This year, was all about growth and progress here at the Coalition. We recorded the highest number of companies implementing the sexual harassment policy, to support implementation BCFW delivered training for eleven (11) companies in Western, Morobe, Eastern Highlands and NCD provinces. We also increased our Senior Executive Women’s Program (SEWP) intake from running one (1) cohort annually, to conducting two (2) this year to meet the demand of the business community. We had fourteen (14) women participate in the SEWP online session for 17 weeks and eighteen (18) in the 6-Day face-to-face sessions, training in total 32 women in senior managerial positions from six (6) companies. This also, is by far the highest number of participants trained in the SEWP. The spike in demand for our programs was due to the increase in membership. We signed up twenty-four (24) new companies, making this the single highest membership subscription. Furthermore, we advanced in key program areas. In 2022, we conducted the Gender Smart Safety (GSS) training & audit for the energy sector. To adequately support our valued members, the Coalition on-boarded three (3) new staff, with another one (1) expected to join in the New Year.

A year of partnerships: We’ve seen tremendous collaboration across the business sector in 2022. The Coalition worked with PNG Power Limited and Solar Solutions under the US Agency for International Development (USAID) funded PNG Electrification Partnership (PEP) with the PNG government. The USAID recognizes gender equality as a fundamental aspect if the outcomes of the electrification project are to be achieved. As such, BCFW has facilitated the GSS training. Additionally, BCFW also worked with the transport sector in Lae, Morobe Province under UN Women’s United for Equality Initiative to support gender sensitive plans to improve safety for women and girls in public spaces in Lae. Moving into the SOE sector, BCFW in collaboration with Kumul Consolidated Holdings (KCH), Peopleconnexion and PNGID with funding support from New Zealand Ministry of Foreign Affairs and Trade, ran the Director Mentoring Program for five (5) months. The program is designed to introduce aspiring emerging female directors to experienced directors to support the career progression and goals of these aspiring female board directors.

As a peak body for gender equality in the private sector, BCFW was invited by the Department of Higher Education, Research and Technology (DHERST) to sit on the National Skills Development Agency (NSDA). This body is responsible for the creation of industry skills groups that will inform DHERST about industry skills needs, which will thus be translated into higher education training reforms.

A year of fact finding: Solutions for overcoming challenges faced by women in the workforce go beyond individual businesses and so your Coalition continues to work with likeminded organizations to conduct research to understand various issues, know the truth, prove facts, expand our knowledge base so we can better support you and provide you with the latest information so that you can strengthen your organizational procedures. This year BCFW was delighted to join PNG Institute of Directors and the Private Sector Development Initiative (PSDI) to launch the “Leadership Matters: Benchmarking Women in Business Leadership in the Pacific” report. This report discovered the underrepresentation of women on boards of SOEs in PNG. Moreover, BCFW and International Finance Corporation (IFC) are nearing the completion of the End-line survey with three (3) companies. This survey will help these companies to better understand the impacts of FSV in the workplace, as well as to find out whether there have been changes in the prevalence, impacts, attitudes to and support for staff affected by FSV. The end-line survey is a follow-up to the baseline research completed in 2020 titled ‘Workplace responses to Family & Sexual Violence in PNG: Measuring the Business Case’ Findings of the research will be presented in early 2023. Preparation are also currently underway for a Childcare research in 2023. Key findings from such work helps the Coalition design and tailor solutions for PNG businesses.

Apart from this, the FSV Forum this year was an eye opener and another great opportunity which helped us all; companies and their workplace contact teams and BCFW alike to learn about cyber/online violence. Emerging fast but less talked about, cyber/online violence has been affecting employees. The discussions and information shared during the forum urged companies to consider organizational policies to protect their staff from cyber/online violence and in doing so, create a safe e-community.

A year of gratitude: We are only as good as those around us. We remain grateful to each of our 81 member organizations for your support all year round. Your various company needs in the areas of gender equality & diversity and addressing violence keeps the coalition on its toes and gives meaning to why we do what we do. Thank you for subscribing to our different programs and trainings. I'd also like to extend our sincere thanks to our members for your sponsorship whether it was for venues & catering or merchandises for our trainings and networking events. To these companies: Swire Shipping, MiBank, IFC, BSP Financial Group, Bank of PNG, ExxonMobil PNG, Paradise Foods, Nambawan Trophy-Haus Limited, PwC, Coral Sea Hotels, G4S, Black Swan International and RTI, we say thank you.

A bigger & better new year: Given the different gender equality needs and aspirations of our member companies and the increase in demand for our programs, we anticipate another big year in 2023. We are expecting to implement Pillar 3, which focuses on Promoting & Retaining women in the workforce. This pillar focuses on helping companies recognise the business value of women, and by remaining steadfast to our commitment, work has progressed with developing practical advisory services, tools and resources that suit the PNG business environment and on par with the needs of our members. The male engagement initiative is incorporated into this pillar and will be an added value for our members. Leadership and addressing violence programs and trainings will all be available in 2023. We encourage you all to do your bookings at your earliest and secure your training spaces and dates.

With that, on behalf of the management and staff of BCFW, we wish you all and your families a safe festive season and a prosperous New Year!

Evonne Kennedy
BCW 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

BSB40520 Certificate IV Leadership and Management

Focus

Communication and Self awareness

- BSBXCM401 - Apply communication strategies in the workplace
- BSBPEF402 - Develop personal work priorities
- BSBPEF502 - Develop and use emotional intelligence
- BSBCMM412 - Lead difficult conversations

Team and Leadership

- BSBLDR411 - Demonstrate leadership in the workplace
- BSBLDR413 - Lead effective workplace relationships
- BSBXTW401 - Lead and facilitate a team
- BSBOPS402 - Coordinate business operational plans

Organizational Outcomes

- BSBOPS405 - Organize business meetings
- BSBOPS403 - Apply business risk management process
- BSBPMG430 - Undertake project work
- BSBTWK401 - Build and maintain business relationships

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
- 6 hours weekly (Monday 3hours & Tuesday 3 hours)
- One-on-one mentorship with facilitators for 6 & half months
- Exposure to BCFW membership networks (Cert IV Alumni)
- Take home assignments, community and workplace projects
- Course evaluation
- Attendance records



Do you have emerging female talent serving in or preparing for their first management roles?

PNG Business Coalition for Women in partnership with Tafe Queensland bring to you;

The Certificate IV Leadership & Management Course **ONLINE**

Registration open

Cohort 22

Registration Closing date: 8th April 2023

Course start date: 24th April 2023

Course end date: 2 Oct 2023

Participant's feedback of the course;

"The course is very detailed and broadened my understanding of how to communicate in the office and also out of office. The course also gave me insights of balancing my stress level and I find it very helpful. I am currently utilizing the skills I learned from this course, to which I am greatly benefiting from".

Esther Mai- Cohort 20 Participant

Managers share the participants' enthusiasm and noted concrete positive changes at the workplace.

"We want to be able to promote our most talented female staff in to leadership positions and the Coalition's Cert IV helps us do exactly that. Continued education is vital in developing the skills of all our employees and assisting in their growth. These programs developed by the Coalition and Digicel's continued attendance sends an important message to all our female staff that there is a real opportunity for significant career advancement here at Digicel PNG. We are extremely proud of the growth shown by our team that have gone through the program and can recommend it to any business in PNG"

Colin Stone- CEO-Digicel (PNG)

To find out more about this exciting opportunity, contact the Business Coalition for Women on;

Office mobile: +675 74593108

Office Landline : 3230310

Email: communications@pngbcfw.org

EMPOWERING WOMEN IS SMART BUSINESS

Pillar 2: Women in Leadership

Certificate IV Leadership & Management Course | Senior Executive Women's Program (SEWP) | Foundations of Directorship (FoD) course | Director Mentoring Program

The Certificate IV Leadership & Management Course ran Cohorts 20 & 21 this year. Delivered online by Tafe Queensland, this leadership course targeting emerging female leaders continues to be the Coalition's flagship course. The course witnessed another fifty (50) women both from the private and public sectors graduate with Certificates accredited to Australian Standards. The course enabled these women to enhance their skills in time management, emotional intelligence, customer service and innovation.

The Senior Executive Women's Program (SEWP) trained two (2) cohorts this year, facilitating sessions online as well as face-to-face. Thirty-two (32) women in senior and executive management roles undertook this program which increased their knowledge and understanding around key business operation areas like financial competency, risk management, governance, communication, support systems and transitions. This year recorded the highest number of intakes. Due to the demand from the business sector, BCFW will increase its roll out in 2023. There will be a total of three (3) cohorts offered. These sessions will be delivered face-to-face.

The Director mentoring program this year was run in partnership with Kumul Consolidated Holdings (KCH) and peopleconnexion. A total of 14 mentors and mentees took part in this program (see separate story) while the Foundations of Directorship (FoD) course is currently open for registration. The FoD course is designed for directors and executives looking to improve their knowledge of effective governance practices.

Pillar 3: Promotion & Retention of Women

This pillar focuses on helping companies recognise the business value of women in the workforce. By remaining steadfast to our commitment, work has progressed with developing practical advisory services, tools and resources that suit the PNG business environment and on par with the needs of our members. So far the numbers tell us a lot about how much impact our work with our member companies has contributed to meeting the 50/50 gender parity however there is more work yet to be done in increasing these numbers. To do so we aim to;

1. Have more responsiveness around unconscious biases and micro-aggressions in recruitment, hiring, promotion practices and the everyday experiences of women in workplaces.
2. We have also seen the need to begin identifying male ally-ship in workplaces who are willing and able to challenge attitudes, behaviours and practices that are accepting of GBV/FSV and all forms of violence. By training them to be male advocates we also see the importance of supporting them in managing being role models.

Events

Standing by this principle, 'Your network is your net worth,' BCFW hosted two (2) professional networking events. These events are hosted with the aim to provide opportunities for our member organizations to build and maintain meaningful relationships with other professionals in your respective industry and other related fields. Both networking events were well attended by our members and the business community at large. Apart from networking events, BCFW held its annual FSV Forum under the theme 'Online/Cyber violence'. The forum comprised of a series of events, the panel discussion being the highlight. Experts in Online/Cyber violence from National Information & Communications Technology Authority (NICTA), Office of the Public Prosecutor, Equal Playing Field (EPF) and the Department of ICT enlightened us on what constituted cyber/online violence, how cyber/online violence can be reported and the kind of service available for survivors of this type of violence. Other events included the launch of PSDI's Leadership Matters report "Benchmarking Women in Business Leadership in the Pacific", Leadership courses graduation and closing events.

Resources

To adequately support you, our valued members, BCFW continues to refine and develop its programs and resources. One of our milestone achievements in 2022 was the production of the Family & Sexual Violence (FSV) and Anti-Sexual Harassment (ASH) induction videos. Both videos show what FSV and ASH are, the effects both types of violence have on staff and businesses and how companies can respond to address FSV & ASH in the workplace. A report measuring the successes and challenges of implementing the FSV policy was published and copies were handed to key people in an organization and FSV Workplace contact points who attended the FSV Forum. The report and videos will serve as resources for member organizations to make reference to when implementing the FSV & ASH model policies.

Membership

The significant increase in our membership indicates that more and more businesses are becoming aware of the business value of addressing FSV and promoting gender equality in their workplaces. This year alone, BCFW signed up 24 new members ranging from small to large corporations and groups of companies. Current membership stands at 81 organizations; all PNG businesses who have demonstrated leadership and are serious about driving women's economic advancement.

Going forward: 2023 in preview

The Coalition will continue to develop resources, programs and tools, tailor made for PNG businesses. We remain committed, to offer solutions to help your businesses develop your female leaderships and reap benefits of having gender diverse workforces, as well as support your organizational policies and procedures to cut the cost of FSV. Gender equality is good for business and in the coming year, we stand firm, as we always have, on our vision and mission to equip businesses with the relevant resources to achieve gender equality in order to maximise your economic potential.

2022 Snapshot

MEMBERSHIP	EVENTS
81 Financial Members	1 Family and Sexual Violence Forum
57 Existing members	1 PSDI: Leadership Matters Report Launching
24 New members	1 Childcare Research Launching
	4 Leadership course Graduations

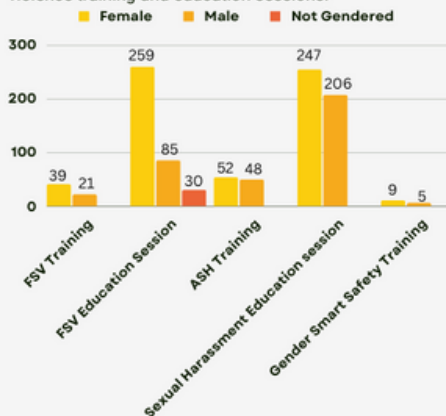
ADDRESSING VIOLENCE

- Family and sexual violence (FSV) training & education sessions**
 - 7 companies adapted a FSV Policy and received 2 day workplace contact team training.
 - 12 companies received 1 hour education sessions, 15 sessions conducted and
 - 28 Companies collectively Adapted an FSV Policy
 - 1 FSV Forum hosted with esafety commissioner as guest speaker presenting on Online violence
 - Ongoing**
Family and sexual violence Advocacy and awareness
- Anti-Sexual harassment (ASH) training & education sessions**
 - 11 companies adapted a Sexual harassment Policy and received 2 day policy implementation training
 - 14 companies received 1 hour education sessions, 20 sessions conducted
 - 30 Companies collectively have Adapted a sexual harassment Policy
- Gender Smart Safety Training and Audit**
 - 2 Companies received Training and company Audit

- Family and sexual violence Forum attendance**
 - 127 attended the FSV Forum
 - 90 Female 37 Male
 - 25 attended online
 - 102 Physically attended
 - 14 member companies attended the FSV Forum

Figure 1: Training and education sessions by gender

The bar graph shows the total number of participants by gender that have participated in the addressing violence training and education sessions.



Reaching over 1000 staff

Women in Leadership

- Certificate IV in Leadership & Management course (Cert IV)**
 - 2 online cohorts 20 and 21 rolled out and 2 completed cohorts 19 and 18, total of 60 participants from both public and private sector attended
- Senior Executive Women Program (SEWP)**
 - 1 online and 1 face to face cohorts rolled out, total of 32 participants from both public and private sector attended
- Foundation of Directorship course**
 - This year, intake of Foundation of Director course has commenced.
- Director Mentorship Program**
 - 1 Director Mentorship Program rolled out, total of 15 mentor and 15 mentee were paired

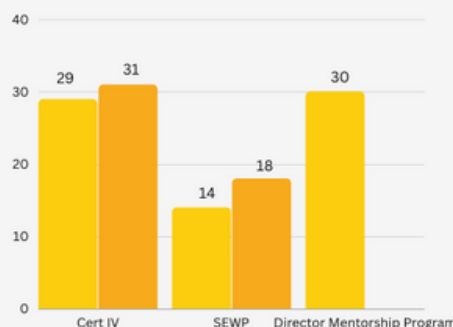


Figure 2: Total number of participants by program

The bar graph shows the number of participants per cohort and by program and course.

Quarter 4 Highlights...

Certificate IV Leadership & Management Course Cohort 20 complete course online



The Certificate IV Leadership & Management Course Cohort 20 successfully completed the 6 months training facilitated by Tafe Queensland online, making them the pioneers since the change of the mode of delivery. The women have shared that the course has truly helped them to personally reflect and identify the type of leadership traits and styles they possess, strengthen areas that they were lacking in professionally and build their confidence, improve their time management, innovation and customer service skills. Participants also shared that the mode of delivery (online) fitted conveniently in their work schedules, thus positively impacting the respective roles they hold in their organizations.

Certificate IV Leadership & Management Course Cohort 21 progresses steadily

The Certificate IV Leadership & Management Course Cohort 21 is progressing well. The 17 women completed are into the second month of the course. Facilitated 2 times every week, the participants are finding the course helpful. Covering topics like developing personal work priorities, time management, importance of professional networking and building relationships, the participants say these topics are essential to their career progression goals and aspirations



FSV Forum encourages organizational change among businesses



This year, the Family & Sexual Violence (FSV) Forum comprised of a series of events; a panel discussion, booth exhibition and a presentation on the key findings from the Monitoring & Evaluation (M&E) survey to measure the success of implementing the FSV policy. Themed as Cyber/Online violence, the forum aimed to help FSV Workplace Contact teams (WCT) to;

- Understand what constitutes cyber violence, how to address it and support those impacted by it;
- Increase awareness on legislations on cyber/online violence and understand how the reporting process works' and;
- Showcase the existing referral pathways and the services available in the community.

The main event of the forum was the panel discussion where representatives from the Office of the Public Prosecutor, National Information and Communications Technology Authority (NICTA), Equal Playing Field and Department of Information & Communication Technology shared insights into cyber violence in PNG.

The discussions uncovered that employees sometimes used company issued cell phones, laptops or internet to perpetuate cyber violence and in response, organizations are tightening their workplace procedures, with some taking a step further to develop policies to prevent and respond to cases related to cyber violence.



Introduces

The 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: FEBRUARY 28, 2023**

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

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

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 face-to-face sessions over the course of 3 months, Cohort 5 will start from March to May of 2023 with sessions commencing on the 14th to 15th of March, 11th to 12th of April, and 16th to 17th of May 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 COMMENCEMENT DATE

Starts: March 14, 2023 | End: May 17, 2023



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



"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

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. This issue features the Press Statement circulated by the New Permanent Committee on Gender Equality, Women's Empowerment & GBV.

Feel free to use in your internal company newsletter.

PRESS RELEASE

PARLIAMENT ESTABLISHES NEW PERMANENT COMMITTEE ON GENDER EQUALITY, WOMEN'S EMPOWERMENT AND GBV
PORT MORESBY 24 November 2022:

The 20 Days of Human Rights Activism campaign was launched on Sunday 20 November. Every year, this campaign is used to focus the attention of people across the country on addressing gender-based violence and promoting human rights.

Within the 20 Days campaign, 25 November is dedicated to the International Day for the Elimination of Violence Against Women. As a sign of the National Parliament's commitment to addressing violence against women and tackling gender-based violence, today the Parliament passed a motion to establish a new Permanent Parliamentary Committee on Gender Equality, Women's Empowerment and Gender-Based Violence (GEWE-GBV).

The new Committee will be chaired by Governor Powes Parkop, who has long been a champion of women's rights and has campaigned tirelessly to end GBV in the National Capital District and across the country. After the vote, Governor Parkop stated: "I would like to thank the Government and my parliamentary colleagues for setting up this Committee, which will enable us to continue the important work we started with the Special Parliamentary Committee on GBV last term. That Committee was only an ad hoc body, but today MPs have voted to make this a permanent committee which means it will be set up by each parliament, after every election, to enable MPs to ensure the rights of our women and girls are realised."

He went on to say: "I will use my position as Chair of this Committee to keep using our oversight powers to hold our government bodies to account for their efforts to empower women and end violence. The work should implement the rights in our National Constitution and the UN Convention on the Elimination of All forms of Discrimination Against Women. If we want PNG to prosper, we must make sure that our women and girls have equal opportunities to participate politically, economically and socially in every aspect of PNG life. They must also be safe – safe in their homes, safe in their workplaces and safe in our communities. I will use my time in this term to make that a reality".

The new Committee has a broader term of reference than the previous Special Parliamentary Committee on GBV. In addition to examining all aspects related to addressing GBV, the Committee has been empowered to examine other issues that impact on gender equality, including women's leadership, women's economic empowerment and related GEWE reforms. The Committee can also examine the role of the National Council of Women in promoting women's rights.

Deputy Committee Chair, Governor Allan Bird also made a statement upon the endorsement of the motion, stating: "I am very happy that our 11th Parliament has again demonstrated its commitment to promoting the rights of women and girls through our parliamentary work. Building on the work we did through the last Committee, we will again hold regular public hearings which we will use to hold Ministers and officials accountable for their efforts – or their lack of effort – to address critical issues related to the protection and empowerment of women and girls. We want to see more concrete action to make women's rights a reality."

The new Committee has six members, in addition to the Chair: Governor Allan Bird (East Sepik), Deputy Chairperson; Governor Rufina Peter (Central Province); Hon. Marsh Narewec, (Wau Waria); Hon. Ricky Morris (Alotau); Hon. William Bando (Koroba Lake Kopiago); and Hon. Lohia Boe Samuel (Port Moresby North West). As the new Committee moves to take over the work of the last Special Parliamentary Committee on GBV, both Chairman Parkop and Deputy Chairman Bird also extended their gratitude and thanks to the former chair, Mr Charles Abel, who was not returned to the 11th Parliament. They paid tribute to his energy and commitment, which was critical to making the work of that first Committee a success and should be acknowledged by the whole country as a vital contribution to making PNG a safer, better place for women. They also thanked the other members of the Committee who participated in the two sets of public hearings, and endorsed the two Committee Reports tabled in Parliament, namely Hon Aiye Tambua, Mr Allan Marat, Mr Michael Dua and Mr Ginson Saonu.

Chairman Parkop also extended his thanks to other members of the 11th Parliament who stated their commitment for the new Committee but were unable to participate in its work due to their role as Vice Ministers, notably, Hon Kessy Sawang (Rai-Coast) and Hon Raphael Tonpi (Mendi).

The United Nations Development Programme (UNDP) will be providing technical support to the new Parliamentary Committee on GEWE and GBV as part of its gender programming and the EU-UN Spotlight Initiative. This support aims to address GEWE and Gender-Based Violence and support longer-term efforts to promote women's participation and leadership in the Parliament

Quarter 4 Highlights...

BCFW increases reach through FSV & ASH Policy implementation training and support



The BCFW Addressing Violence program team facilitated two (2) FSV Education Sessions for Research Triangle Institute (RTI) and KPMG. These sessions clearly explained to the employees of both companies what FSV is, the legislation and the type of support they can access from their respective organizations. These sessions are important, as they trigger conversations around organizational change. Under the Anti-Sexual Harassment (ASH) Policy training, BCFW delivered two (2) Workplace Contact Team trainings for the University of PNG (UPNG) and University of Technology (UOT), while a total of 5 ASH education sessions were conducted for UPNG, UOT, Kina Bank Pom & Lae branches and Kina Securities.

Four Bel isi subscribers receive FSV & ASH trainings

TSSP, Air Niugini, Australia Awards PNG and Total Energies each undertook the 2-Day FSV Workplace Contact Team Training. Collectively, twenty-eight (28) workplace contact points were trained and certified to serve as focal points in their respective companies. These contact points were trained to recognize and adequately and appropriately refer and respond to those affected by FSV. Among the four (4) subscribers, Australia Awards PNG undertook 1 FSV education session. This quarter saw an increase in trainings for subscribers.



Lae Safe Transport Initiative update

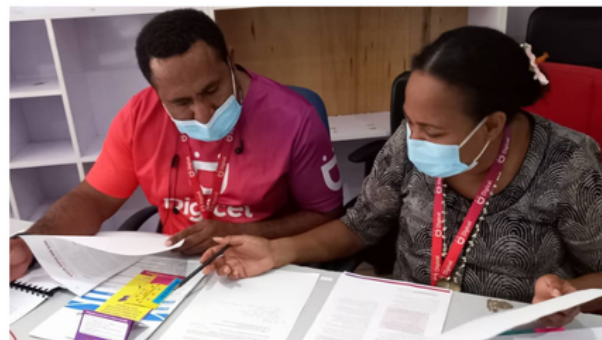
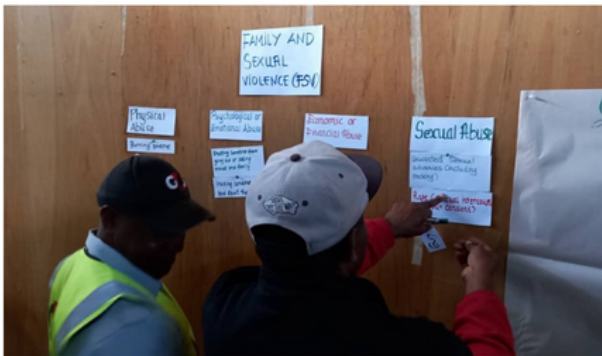


Committed towards harnessing economic and social advancement of women in Papua New Guinea, BCFW has been working closely with Tok Stret, established a Lae private sector working group comprising of Black Swan International (Lae), TE PNG Ltd, Swire Shipping Logistics Lae, Chemcare Group, Dulux, ANZ Bank, Australian Consulate, SP Brewery Ltd, DHL Express and BSP Financial Group Limited to address safety concerns for women and children accessing the public transport system in Morobe Province.

The working group has identified PMV buses and potential billboard signs to promote the initiative. The buses and billboards will display prevention and response messaging to raise awareness about the initiative and what residents can do to ensure public spaces in Lae are safe.

The working held meetings right up to this quarter. So far the initiative is gradually gaining momentum before its official launch.

The Lae Safe transport program is implemented by the UNWomen through the United for Equality Initiative to support gender sensitive plans and strategies to improve safety for women and girls in public spaces. The plans for safety in public spaces will very much be aligned with the Morobe Provincial Development Plan including its Provincial GBV Strategy.



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

BOOK NOW!

FREE!

1 hour

**Family & Sexual Violence
Education Session**

&

**2- Day Family & Sexual Violence
Workplace Contact Teams.**

The sessions cover the following:

What is Family and Sexual Violence (FSV)?

- FSV and the PNG Law
- The different types of abuse
- Power and control duluth model 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 external community support services:

- Hotlines
- Case management
- Safe accommodation
- Medical
- Legal & justice
- Safe transport

Contact Olive on:

oimatana@pngbcfw.org or call 323 0310/7459 3108
to book your training!

KCH aims to increase female board representation for SOEs in 5 years time

Women as directors and CEOs on State Owned Enterprises are lower than most other organization types and little progress has been made by SOEs to increase women's representation on their boards in almost a decade.

A 2012 Pacific Island Forum Secretariat study found that women held just 18.5% (96 out of 518) of SOE director positions and the recent report published by PSDI, 'Leadership Matters: Bench-marking Women in Business Leadership in the Pacific' found that women still hold just 18.0% (113 out of 627) of director positions.

Papua New Guinea's SOE holding company, Kumul Consolidated Holdings, recently set a target of 30% representation of women in senior management and board director roles within the next 5 years, thus, collaborating with BCFW, Peopleconnexion and PNG Institute of Directors with funding support from New Zealand Ministry of Foreign Affairs and Trade to run the Director Mentoring Program. The program was designed to introduce aspiring emerging female directors to experienced directors with the aim to harness gender diversity and close the gaps identified in the 'Leadership Matters' report.



Mentees were selected by KCH due to their director potential and have also undertaken directorship training and strategically paired with mentors. "Under the program we understood the difference between governance at board level and management dealing with operations of SOE, basically their respective roles and responsibilities as well as learnt how to interpret financials and ask the relevant questions relating to the books of any company" said Golda Geroro, who is a lawyer by profession and a mentee. She added "A key issue which I guess people say is that "government lacks experience" however I believe that we as a nation won't get anywhere in life waiting for the right time or circumstances or even people with the 'right' experience to show up so why not take a chance with these well respected, highly experienced, professional women - already trained and no doubt prepared to put their best foot forward if given the opportunity to contribute to nation building in a meaningful way through participation on an SOE board. Perhaps more female participation at Board level can help solve some of PNG's current issues and keep SOEs solvent, going forward".

The Director mentoring program ran for 6 months and was undertaken by 15 mentees and mentors.

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

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



ExxonMobil PNG Limited



HOTEL & APARTMENTS
A Coral Sea Hotel
PORT MORESBY



The Board, Management & Staff of BCFW wish our members & partners the Very Best of the Holiday Season & a Joyful, Prosperous New Year.

We thank you for your partnership & for being a valued member of BCFW.

BCFW Office Operation Hours:
Office closes on: Thur Dec 22, 2022
Office reopens: Mon Jan 09 2023

BCFW MEMBERS

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

ABT Associates	Palladium Group
Anitua	Paradise Foods Company Limited
ANZ Bank	Peopleconnexion
Ashurst	PHAMA Plus Program PNG
Bank of Papua New Guinea	PNG Chamber of Commerce & Industry
BSP Financial Group Limited	PNG Chamber of Mines & Petroleum
Barrick (Niugini) Limited	PNG Football Association
Black Swan PNG International	PNG Mining and Petroleum Hospitality Services
Budget Rent a Car	PNG Namba Wan Trophy Limited
Cardno Emerging Market (PNG) Ltd	PNG Ports Corporation Limited
City Pharmacy Limited	PriceWaterhouseCoopers
Credit Corporation PNG	Professional Global Solutions Limited
Deloitte Touche Tomatsu	Professionals NCD Real Estate
Dentons PNG	Propest Control Limited
Digicel PNG Limited	R & A Marine Services Ltd
DFJ Digital Marketing	Research Triangle Institute (RTI) International
Exxon Mobil PNG	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
Heleconia Investment Limited	Solar Solutions
International Education Agency	Steamships Trading Company Limited
Johnstaff International Development	Steel Industries Limited
Kina Securities Limited	Swire Shipping
KPMG	TE (PNG) Ltd
Kumul Hotels Limited	Tetra Tech International Development Pty Ltd
Lae Biscuit Company Ltd	The Pacific Star (The National)
Lamana Development Limited	Tininga Limited
Leahy Lewin Lowing Sullivan Lawyers	Tohouwa (PNG) Ltd- Fairprice
Melanesian Trustee Services Ltd	Tok Stret Consulting
MiBank Limited	Total Energies EP 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
Northbuild Construction Limited	WINGS Education
OK Tedi Mining	

Associate Members

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



• **BCFW** •

Business Coalition for Women

Our Residential address:

Allotment 2 & 3, Section 8, Granville, NCD– Office Complex,
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Opposite Pacific MMI office

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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