



## HAPPY INTERNATIONAL WOMEN'S DAY



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## PNG Business Coalition Highlights Gender Pay Gap and Maternity Leave Disparities

As PNG approaches its 50th anniversary in 2025, we must confront the persistent challenges women face. Aligned with the International Women's Day theme, "**For ALL Women and girls: Rights. Equality. Empowerment.**" we put a spotlight on the *gender pay gap and unequal maternity leave benefits*.

Despite progress, significant disparities exist between public and private sectors, hindering women's financial security and career advancement. This initiative is

aimed to raise awareness and drive concrete change. We continue to advocate for policies ensuring pay equity and equal maternity leave, engaging government, NGOs, and the private sector.

By addressing these issues, we continue to unlock women's immense potential, fostering economic growth for all of PNG.

Let's accelerate action towards a future where all women have equal opportunities and rights, both at work and home.



## BCFW SENIOR EXECUTIVE WOMEN'S PROGRAM

Cohort 18 - POM Offering Course commencement date: May 20th, 2025  
REGISTRATION ENDS: May 5th, 2025 - Limited spots available!





# Message from our Executive Director



I was fortunate to be invited by the Department of Community Development, Religion and Youth, to speak along side them and Hon. Jason Peter Minister for Community Development, Religion and Youth, at a side event at the United Nations 69th

Commission on the Status of women, held in New York, March 10th.

The side event focused on showcasing gender parity in the workplace in PNG. I spoke specifically about our research and how we are using the research to develop programs and advocate for reforms that ultimately will assist with closing the gap.

Our BCFW membership data shows we are increasing the representation of women in the

workplace and in decision making, however more progress is needed to reach gender parity.

Data from our membership shows there is a total of 53,539 (**14,866 females, 38,673 males**) staff employed.

Therefore, women represent **27.7%** of those employed in the BCFW membership.

**Total Board members:** 470 (**102 females, 368 males**) and **50 are PNG women**. That is, 21.7% representation of women on boards, however 10.6% are PNG women.

**Total Top management:** 523 (**237 females, 286 males**) and **144 are PNG women**. That is 45.3% representation of women in top management, 27.5% are PNG women.

**Total middle management:** 3,503 (**1521 females, 1982 males**) and **1,296 are PNG women**. That is 43.4% representation of women in middle management, 37% are PNG women.



**BOOK NOW!**

**FREE One (1) hour Family & Sexual Violence (FSV) Education session**

**&**

**FREE One (1) hour Anti-Sexual Harassment (ASH) Education session**

**Reduce the business cost of family & sexual violence and sexual harassment on your business!**

Contact Evalice on: [emartin@pngbcfw.org](mailto:emartin@pngbcfw.org) or call us on: 323 0310/ 7459 310 to book your FREE session!

Offer applies to BCFW members only.



# PNG Labour Market Survey Report Update

## Papua New Guinea Labour Market Survey: Earnings, Gender, and Ambitions

### Findings, Analysis, and Policy Implications



Last year in partnership with the Building Community Engagement in PNG program (BCEP) and the World Bank, BCFW launched its first ever PNG Labour Market Research, the purpose of this was to gather and build an evidence base to better understand labour market outcomes in PNG—with a particular focus on labour market outcomes for different groups of women—and to advocate for reforms that will support women's economic empowerment.

Since our launch we've been able to engage and meet with key agencies and policymakers to share our findings in hopes that it would be able to assist in improving our country's current policies.

This year we were able to share our findings with a few of our stakeholders, some of our engagement this quarter include:

- **January 22nd, 2025**– Evonne Kennedy, our Executive Director, meeting with Hon. Kessy Sawang, Minister for Labour and Employment, to discuss the report and possible updates to the Papua New Guinea Employment Act.

- **February 7th, 2025**– Evonne was invited to FM100 Papua New Guinea and NBC National Radio on their breakfast talk back shows to talk more about the key findings.

- **February 18th, 2025**– Evonne and Annette met with the Department of Treasury, to speak on the findings and its potential support to the analysis of the minimum wage gap and National budget.

This report marks a key milestone in gaining insights into the challenges and opportunities within Papua New Guinea's labour market.



We remain committed to sharing these findings and will continue our engagement with policymakers, businesses, and the community to advocate for a more inclusive change.

**To read the full report, visit our website:**  
<https://www.pngbcfw.org>





# Building Respectful Workplaces: BCFW and IFC Launch Training Initiative



In February, our program teams successfully completed a "Train the Trainer" program on Respectful Workplaces, conducted by the International Finance Corporation (IFC).

Facilitated by IFC Gender Team Liliwaimanu Vuiyasawa and Ellen Maynes, the training covered essential topics including:

- **workplace violence prevention,**
- **gender-based harassment,**
- **digital safety, and**
- **policy implementation.**

Participants developed practical skills in complaint resolution, anti-retaliation measures, and supporting staff affected by family and sexual violence (FSV), sexual harassment,

and workplace bullying.

With IFC's ongoing support, BCFW is currently developing a comprehensive **Respectful Workplace Policy** while reviewing our existing Family and Sexual Violence and Anti-Sexual Harassment policies.

The training enabled our team to align this framework with international standards while adapting them to Papua New Guinea's specific context.

Special emphasis was placed on establishing secure reporting channels and developing culturally appropriate prevention strategies.

This partnership significantly advances BCFW's mission to create safer, more inclusive work environments.

Through implementing these evidence-based tools and policies, we are enhancing organisational capabilities to effectively combat workplace harassment and violence across all our networks, ensuring dignity and respect for all employees.







·BCFW·  
Business Coalition for Women

# BCFW: Regional Training on Workplace Sexual Harassment facilitated by Fiji Rights Women Movement



In February, Olive and Evalice from Pillar 3 participated in a five-day Training of Trainers workshop in Nadi, Fiji, facilitated by the Fiji Women's Rights Movement (FWRM).

The workshop brought together Pacific advocates to address workplace sexual harassment – a critical issue in our region where strong legal protections remain scarce despite international commitments like CEDAW.

Participants developed essential skills in policy drafting, legislative lobbying, and gender analysis, while receiving practical tools including a Sexual Harassment Toolkit and co-created draft policies to drive national reforms.

The urgency of this work is highlighted by alarming ILO data

showing 1 in 15 workers experience sexual harassment, with women (1 in 12) and young women (twice as vulnerable as young men) disproportionately affected. Shockingly, only half of victims report incidents, often due to fear or stigma.

BCFW is proud to have contributed to this important initiative and will apply these insights to strengthen our advocacy efforts.

By implementing these tools and collaborating with stakeholders, we can create safer, more equitable workplaces across the Pacific.

Together, we're turning awareness into action – because every worker deserves dignity and safety at work.





# Quarter 1 Highlights

## Challenging Norms: Men Engage in Equality Discussions for International Women's Day

Michael and Oksie from our "Men as Allies" team hosted an International Women's Day education session at **Hastings Deering Limited** focused on how men can actively support women in the workplace.

Participants engaged in discussions centered on six prompting questions, sharing personal experiences related to challenging and changing gender norms.

The session aimed to foster a better understanding of

men's roles in promoting equality.

Key takeaways emphasized practical actions such as challenging stereotypes, being active allies, engaging in open conversations, supporting policy changes, and committing to ongoing reflection and action.

The informative and engaging session provided a platform for participants to learn and contribute to a more equitable workplace environment.



## BCFW's Senior Executive Women's Program: Building Leaders, One Cohort at a Time

This year, BCFW is proud to announce the rollout of four (4) cohorts (cohort 17 to 20) of the **Senior Executive Women's Program**, starting with cohort 17, which welcomed 15 women leaders on March 11th & 12th at Crown Hotel.

The first two days of the course focused on **Networking, Support Systems, Financial Competency and Risk**

**Management**, featuring invaluable insight from industry experts including, **Ms. Susil Nelson Kongoi, Mr. Ernie Gangloff** and **Mr. Herbert Maguma**.

With the course facilitation done by **Mr. Eddie Aila**, this program continues to empower and support women in leadership roles through practical training.



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# Quarter 1 Highlights

## Sapotim Lida Program: Strengthening Healthcare Through Mentorship

February marked a significant step in bolstering Papua New Guinea's healthcare capacity as Evonne and Lolowo delivered a crucial mentoring training course. Conducted in collaboration with CARE International, the program drew participants from diverse departments within the East New Britain Provincial Health Authority.

The training focused on equipping healthcare professionals with essential mentoring skills, fostering a

supportive environment for knowledge transfer and professional development.

The Australian Government-backed PATH's Sapotim Lida Program is empowering Papua New Guinea's healthcare professionals through mentorship training. This initiative aims to strengthen the nation's healthcare system by improving service delivery, building a resilient workforce, and ultimately enhancing community healthcare outcomes.



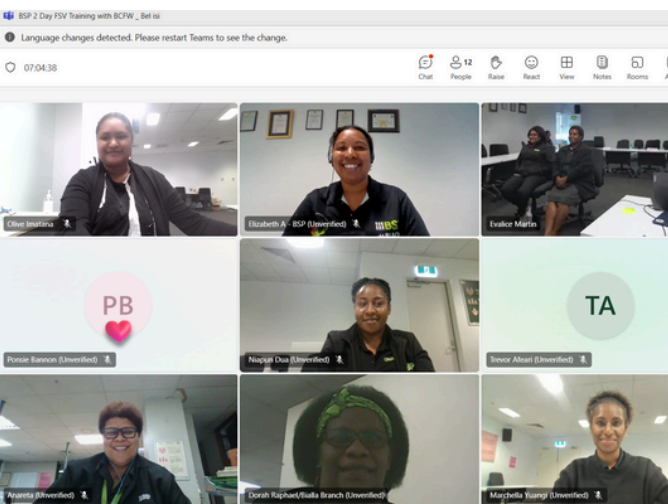
## BSP Holds Annual FSV Training for Pacific Region Leaders

BSP Financial Group held a two-day Family and Sexual Violence (FSV) training in Port Moresby, March 12-13, 2024, as part of its Bel isi PNG partnership.

The annual initiative aimed to strengthen GBV advocacy across the Pacific. Thirteen managers and branch leaders from various locations, including Solomon Islands, Fiji, Samoa, and Papua New Guinea,

participated. The training provided practical tools to recognize FSV, respond sensitively to disclosures, and make appropriate referrals.

Participants gained insights into BSP's workplace response and mapped local support services, enhancing the organization's ability to support affected employees.



## Anti-Sexual Harassment Policy Implementation Training



**Did you know?**

**More than 1 in 5 people experience sexual harassment in the workplace.**

**Register Now!**

**To attend BCFW's 2-day ASH Policy Training**

**Limited spots available!**

**8th - 9th April 2025, Port Moresby**

"SAFE spaces make GREAT workplaces"



# Quarter 1 Highlights



## Promoting Safe Work Environments: FSV and ASH Education Initiative

This quarter, we delivered three vital one-hour education sessions, addressing Family and Sexual Violence (FSV) and workplace sexual harassment (ASH).

impacts, relevant policies, and available community support. Participants gained a clear understanding of FSV and ASH, including internal and external support options.

Conducted for staff at Mary Help of Christians – Daughters of Mary in Port Moresby and R&M Marine Services in Kokopo, these sessions were offered both in-person and online.

**BCFW member organizations are invited to schedule these complimentary, tailored sessions, offered face-to-face or virtually, at their convenience. Contact us to arrange your organization's training.**

Training covered definitions, workplace

## CSO Alliance Delivers report on CEDAW for PNG

The Business Coalition for Women (BCFW), in collaboration with CSOs, produced and submitted a draft CSO report replying to **PNG's Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)** (4th-6th cycle) on March 3, 2025.

highlighting areas for improvement.

BCFW's network enabled the collection of critical data, incorporating grassroots women, business leaders, and CSO perspectives.

This initiative underscores BCFW's commitment to government accountability and amplifying marginalized voices.



Initiated in 2024 with workshops in September and February, the report assessed government CEDAW implementation,

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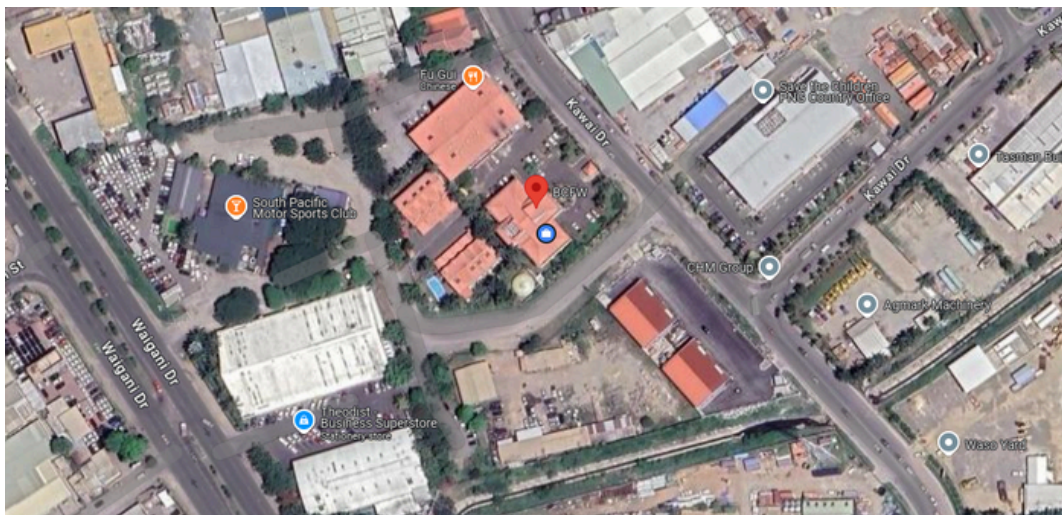
Offer applies to BCFW members only.



# Our Members







**Our Residential address:**

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**Website:** [www.pngbcfw.org](http://www.pngbcfw.org)

*The Business Coalition for Women is supported by the Australian  
Government in partnership with the Government of Papua New Guinea as part of the PNG  
Women Lead Program.*



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