

Business Coalition for Women Newsletter



A gender equal & inclusive work-force drives economic benefits for businesses.

Family and Sexual Violence (FSV) is rooted in discriminatory gender norms and unequal power, which means women and children are particularly vulnerable as it is used in all societies as a means to control, subjugate and exploit. There is both a strong ethical argument and a compelling business case to address FSV.

The National Public Service Gender Equity & Social Inclusion Policy was introduced in 2013, to clearly guide public agencies and employees to embrace the principles of respect, equity and diversity and to allow agencies to introduce inclusion and equity initiatives in the workplace. This policy applies to all government agencies and employees.

But there is growing recognition that family & sexual violence (FSV) is a barrier to gender equity and requires the effort of all sectors to address it in order to achieve respectful, equal and inclusive workplaces. For the private sector, they are motivated by the need to prevent the physical, sexual, emotional and financial harm violence causes to individuals and businesses, as well as the reputational and legal risks it poses.

The PNG corporate sector understands that solutions for overcoming the challenges faced by women in the workforce go beyond individual businesses, thus, the business community continues to tackle these issues collectively, through developing and implementing good practices relating to recruiting, retaining and promoting women employees.

BCFW's 65 member companies are taking effective actions to prevent FSV from happening in the first place and also seeking appropriate action to mitigate the impact when it does, through support to survivors. To date, these businesses implement a range of workplace strategies, amongst them, the FSV and Anti-Sexual Harassment (ASH) Policies.

Chairperson's Message

Greetings members,

Welcome to the second quarter newsletter, where the focus is on understanding key areas of preventing family & sexual violence, how that interrelates to inclusive and gender equal workplaces and the importance of an integrated approach.

Research reveals that power imbalances, inequity and FSV, when not prevented or addressed, become the greatest barriers to achieving gender equal and inclusive workforces, so it is important that organisations that are serious about eliminating these barriers, promote women's economic advancement, gender equity, leadership and safe and conducive workplaces for all. This means reducing gender segmentation in the workforce, so that women and men can work in all business areas and at all levels of the organisation.



Commitment to addressing FSV and all other barriers hindering women's progress requires a top to bottom approach. Commitment by a company's board of directors and senior management helps to drive changes in company culture, so that FSV is not tolerated and workers feel comfortable and supported.

It is important for leaders to model positive behaviour and publicly demonstrate their company's commitment to building workplaces that are safe, equal and free from violence and discrimination. Improving pay equity and ensuring that women and men are equally empowered to work flexibly to manage their family responsibilities will help build a culture of respect, justice and safety.

As business leaders, we can help improve by creating fair and transparent hiring, compensation, evaluation, and promotion policies. According to McKinsey study on women in the workplace and the Daily Business News, we can close the gender gap by considering and applying the following;

- 1.Focus on diversity during your recruitment process.
- 2.Create fair compensation and promotion procedures
- 3.Offer flexible and supportive employee benefits.
- 4.Create a diversity and inclusion training program.
- 5.Hold managers accountable.
- 6.Build an inclusive company culture.
- 7.Pay attention to political changes.

Gender equality prevents violence against women and girls. It's essential for economic prosperity. Societies that value women and men as equal are safer and healthier.

As a starting point, I'd recommend you to subscribe to BCFW's leadership and addressing violence programs and trainings which are tailor made for PNG businesses to achieve your gender equity goals.

**Your Chair,
Lesieli Taviri**

Executive Director's Message



Hello and welcome to the second edition of our newsletter. This quarter has been an eventful one for BCFW, from supporting companies to address violence to promoting women in leadership and providing other range of practical advisory services and tools based on international leading practices to help PNG businesses unlock their economic potential through gender equality initiatives.

In this issue, you will learn about how quasi-public organizations are adapting and implementing the government's Gender Equity, Disability & Social Inclusion (GEDSI) policy and tips on how to respond effectively to family & sexual violence (FSV) reports. Our FSV lift out page will inform you about PNG's court/legal systems and processes. If you're a Family & Sexual Violence Workplace Contact Team (FSV WCT) member or a HR officer, we encourage you to use this information in your awareness sessions, notice boards

and internal publications and communication materials to drive advocacy.

Here at BCFW, there is no privilege greater than that of serving you all, our members; speaking of which, I'd like to extend a warm welcome to our new members, Lae Biscuit Company, SMEC Engineering, Melanesian Trustees Services Limited, Research Triangle Institute (RTI) International, Ashurst, Department of ICT, Kumul Hotel's Limited (Holiday Inn), Professionals NCD Real Estate, Solar Solutions and R&A Marine Services Ltd. I can confidently say that your Coalition, has worked diligently in the second quarter to drive and promote gender equity, inclusion and safe workplaces and will continue to do so in this space.

Today, the need to make our workplaces gender equitable is greater than ever, and there is absolutely no business that can continue to thrive without ensuring that there are equal opportunities for its female employees and other marginalised populace. A continuous process of refining workplace practices and family & sexual violence and GESI related policies, adequate training in policy implementation and promoting women into professional leadership roles are the pillars on which the sector can rely on for business rewards, profitability and economic prosperity.

Our dedication to our members has always been our greatest strength, which has led to our unwavering success this quarter. One of the major achievements in the last three (3) months has been getting the Lae Safe Transport program off the ground. Working closely with Lae's business community, we have formed a working group consisting of different business houses and strategically mapped out how the business community can help mitigate safety risks and concerns within the public transport domain for the benefit of female commuters, as well as the general public (Full story on page 8).

Our commitment towards supporting businesses maximize their economic potential is translated into the trainings and programs we offer and facilitate under our Leadership & Addressing Violence pillars. This quarter saw Lae Biscuit Company and Johnstaff International Development (JID) establish their FSV Workplace Contact Teams, who received the FSV policy implementation training, the Bank of PNG GEDSI team complete their first Anti-Sexual Harassment (ASH) training, while Rhodes and Mary Help of Christians Vocational Training take up the Free Education session on Sexual Harassment. We are also delighted to share that the FSV End-line Surveys for NWTL and Swire Shipping for their Port Moresby, Lae and Mt Hagen branches were completed between April and May. BCFW will compile the survey findings and present the information back to each organization for their uptake and implementation.

We are further driven by our vision to make workplaces gender equal and fertile ground for the growth and performance of female staff. The Coalition commenced its flagship program, the Certificate IV Leadership & Management Course and Senior Executive Women's Program in April, and launched the Director Mentoring Program in June, collaboratively with Kumul Consolidated Holdings, Peopleconnexion and PNGID with funding support from New Zealand Ministry of Foreign Affairs and Trade. The 6 months director mentoring programs seeks to increase female representation at the board level by 30%, an objective set by KCH following the poor statistics indicated by research.

Finally, the BCFW Annual General Meeting was held in May with the election of three new board members; Seema-Raju (Nasfund), Shameka Nelson (Exxonmobil) and Janethie Tinga (Barrick Nuigini); Neil Papenfus (Pacific Towing) was also re-elected to the board. We look forward to their leadership, and on the same token, thank Sisa Kini and Elizabeth Genia for their commitment and effort while serving on the BCFW board. Many thanks also to all who nominated candidates. We appreciate your interest and support.

BCFW is and will always be committed to delivering service of the highest quality and aspires to be the private sector's 'go to' resource for gender equality. We trust that our relationship with you all will only continue to grow stronger during the next two quarters.

Evonne Kennedy
BCFW Executive Director



We are the private sector's 'go to' resource for gender equity in PNG

Gender equity solutions tailor made for PNG businesses



Addressing violence | Leadership | Increase & Retain women in the workforce | Women in supply chain

Addressing violence

Anti-Sexual Harassment Model Policy

Family & Sexual Violence Model Policy

Gender Smart Safety Policy & Training

Leadership

Certificate IV Leadership & Management Course

Senior Executive Women's Program

Director Mentoring Program

PNG Director's Course

Increase & Retain women in the workforce

Helping PNG businesses harness the potential of women by making workplaces gender friendly and fertile ground for the growth and performance excellence of female staff

Women in supply chain

Business growth, continuity & loyalty is stimulated by expansion of women-owned business in supply chains and distribution networks

Exclusive to BCFW Members!

BOOK YOUR LEADERSHIP & ADDRESSING VIOLENCE TRAINING NOW!

Contact

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Ph: 323 0310/ 7459 3108

Website: www.pngbcfw.org

Let BCFW help you, achieve your gender equity goals!



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

Quarter 2 Highlights...

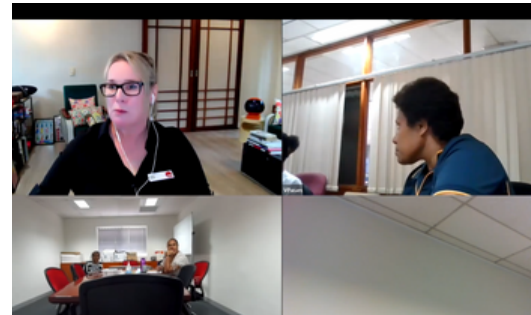
Certificate IV Leadership & Management Course Cohort 19 complete training



Making workplaces gender equal and fertile ground for the growth and performance of female staff, six (6) companies sponsored and supported their female employees to undertake the Certificate IV Leadership & Management Course. The seventeen women of Cohort 19 successfully completed their 6 month training with increased knowledge in coordinating business operational plans, applying business management processes, building & maintaining business relations and implementing customer service strategies. Skills gained in these areas aim towards developing the participant's leadership skills for sustainable organizational outcomes. The 17 women will graduate later this year with certificates accredited to the Graduate School of Business, Melbourne, Australia.

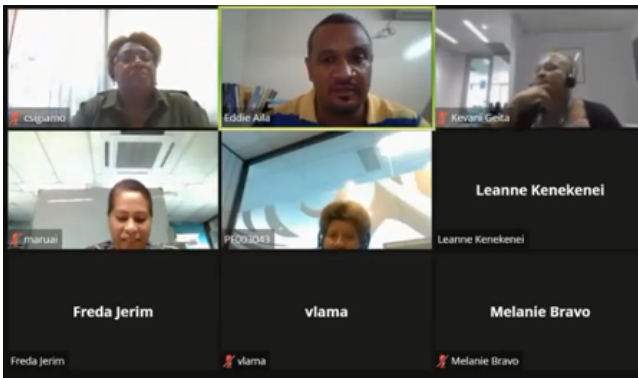
Certificate IV Leadership & Management Course Cohort 20 goes online

The Coalition's flagship program is currently been delivered online in partnership with Tafe Queensland. Eighteen (18) women from the private sector embarked on the 29 weeks leadership journey in May. The online training is into its second month now and progressing well. While the mode of delivery may have changed, the objectives of the course remain.



Senior Executive Women's Program commences

The Senior Executive Women's Program commenced on April 26 with 14 women across different professions undertaking the leadership course. The course will be delivered online for 17 weeks covering topics like governance, support systems, financial competency and risk management & resilience amongst others. Designed specifically women serving in senior and executive management roles, the program aims to build the confidence, skills and knowledge of business operations. The second intake for the program will commence on July 20.



Director Mentoring Program launched

Women as directors and CEOs on State Owned Enterprises (SOE) are lower than most other organization types with little progress 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 Leadership Matters data show that women still hold just 18.0% (113 out of 627) of director positions. PNG's SOE holding company, Kumul Consolidated Holdings (KCH), is determined to turn this statistics around. KCH recently set a target of 30% representation of women in senior management and board director roles within the next 5 years. To drive this agenda, KCH, BCFW, Peopleconnexion and PNGID with funding support from New Zealand Ministry of Foreign Affairs and Trade launched the Director Mentoring Program. The program is designed to introduce aspiring emerging female directors to experienced directors. This 6 month program will see 15 mentors and mentees, take part in training sessions to help these aspiring directors develop career clarity and make progress toward specific career goals.





From page 1....

Johnstaff International Development (JID) is amongst the 65 companies that has a family and sexual violence policy that governs their approach across all their office locations within and outside of PNG. The JID policy takes a survivor-centered approach, and support provided is driven by the survivors, ensuring that safety and security at work is always maintained. Some of the provisions of the policy are:

- Additional leave entitlements
- Flexible work arrangements
- Change of workplace location and/or contact details; and
- Where requested, supporting staff to access emergency accommodation assistance, financial support, medical services and legal services.

They also included a new annex specific to JID's PNG operations which utilises the trained JID FSV Workplace Contact Team (WCT) as the first point of contact for anyone within the organization experiencing or aware of FSV. "The FSV Workplace Contact Team is alert, responsive and passionate about the support they provide to their colleagues. Staff have reported that they feel safe and supported knowing what their policy and approach offers them" said Rachael Nurvue, Contract Administrator.

"JID is incredibly proud to have a diverse workforce, and a strong FSV Policy, meaningfully executed, is critical to this. This is a topic for organisations to take very seriously and we are grateful for the expertise of PNGBCFW" added JID's COO Sophie Boucaut.

Similarly, PNG Namba Wan Trophy Limited's (NWTL) FSV policy provides the following support measures;

- special leave
- providing medical costs and money for groceries,
- a 24 hour Halivim Lain for staff and their families
- emergency safe house accommodation for staff for long and short term stay while accessing community support.
- adjustment of shifts & work relocation; and
- security support- armed escort to collect family members or personal items, or security support at Police

"Whilst there is room to grow, it is encouraging to see that a lot of our staff are aware of our policy and the support measures in place to assist them or their families should they require" shared Pam Kenyon, NWTL Head of HR.

"The Bank of Papua New Guinea has a GESI policy and upholds the values and principles of equity and fairness within the bank and with its wider partners and stakeholders" said Governor Loi Bakani.

The Bank's FSV policy is integrated into its GESI policy, and other workplace practices. Through the implementation of the FSV policy, BPNG's 18 member FSV Workplace Contact Team (WCT) has conducted 21 FSV awareness sessions, reaching up to 280 staff both in Port Moresby and Lae. They established the "Pathway to Safety", which models the FSV referral pathway where survivors and those affected by FSV can get help from. So far, the WCT members and managers have identified colleagues living with FSV and referred them to GESI and employees are now more aware and well versed with FSV and GESI information.

Businesses acknowledge that addressing FSV and eliminating gender inequity and discrimination in the workplace have real business rewards and so they are reinforcing awareness by running information sharing sessions within their organizations, supporting social campaigns like the #Thursdays In Black, disseminating FSV themed messages through email blasts and posters, displaying FSV messaging on banners and merchandises, undertaking FSV baseline and end-line surveys designed to evaluate and measure the effectiveness of their FSV policy and running charity and donation drives for FSV support services like the safe houses and Family Support Centres.

A workplace culture that embraces gender equity and social inclusion principles and values is characterised by:

- Access to opportunities
- Recruitment and promotion based on merit
- Fair and participative decision making
- Freedom from bias
- Transparent processes
- Reasonable adjustments to remove barriers to employment
- Engaged employees performing to their full potential
- Respectful communication

While workplace policies are unique to each organization, they are all geared towards a common goal, and that is, to develop and maintain positive respectful work cultures that ensure gender equity and diversity prevail and all employees are free from discrimination.

Quarter 2 Highlights...

Lae Businesses tackle FSV



Staff of Lae Biscuit Company and Johnstaff International Development (JID) undertook separate family & sexual violence trainings. Facilitated by BCFW under its addressing violence pillar, the training successfully saw each organization establish its own FSV Workplace Contact Teams (WCT). Establishing FSV WCTs are part of a number of support systems each organization is putting in place to better assist their staff affected by FSV. The training is part of the FSV policy implementation and support package.

BPNG complete ASH training

Often, people do not know what constitutes sexual harassment. Having an Anti-Sexual Harassment policy clearly articulates unacceptable behaviour and its consequences. Adequate training is key in implementing this policy effectively, and in doing so, prevents sexual harassment in the workplace.

The Bank Of Papua New Guinea Gender Equality, Disability, & Social Inclusion (GEDSI) team completed the 2-Day Anti-Sexual Harassment training in June. The training covered legislation, appropriate and inappropriate behaviours and link to other relevant internal policies. The information and knowledge gained through the training will enable the GEDSI team to provide company support effectively.



'SAFE work spaces make GREAT workplaces!'

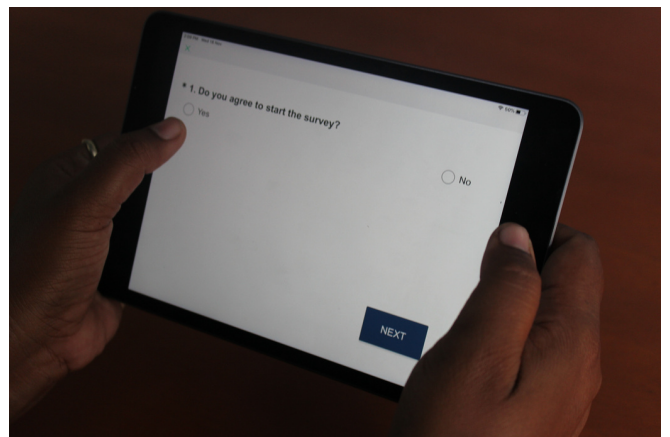
Rhodes employees undertake FREE 1 hour Education Session on Anti-Sexual Harassment



Statistics reveal that 1 in 5 women and 1 in 20 men experience sexual harassment in the workplace. Sexual Harassment has adverse impacts on businesses if not addressed. To ensure their workplace is safe for all, Rhodes PNG took up their first of four (4) FREE 1 hour Anti-Sexual Harassment Education Session earlier this month to educate staff on what constitutes Sexual Harassment, the laws used to penalize offenders and internal process or measures employees can undertake to report incidences. The ultimate aim of these education sessions is to prevent sexual harassment from happening at the workplace. Each member organization is eligible for four (4) FREE 1 Hour Education sessions on Sexual Harassment and four (4) FREE 1 Hour Education sessions on Family & Sexual Violence.

NWTL & Swire Shipping complete FSV end-line survey

More than four hundred (400) staff from Nambawan Trophy Limited and Swire Shipping took part in their company's family & sexual violence (FSV) end-line survey. The end-line survey was conducted 12 months after the implementation of their company's respective FSV policies. Results from the end-line survey will enable both organizations to measure the effectiveness of implementing the FSV policy and identify which areas they need to improve on. Key findings will better inform the respective managements of NWTL and Swire Shipping to strengthen their response and support for staff affected by FSV.



Lae Business community unites to make public transport safe for women & girls



of accessibility, affordability, and safety. This has large-scale implications both in terms of women's freedom of movement and in access to jobs and markets.

Committed towards harnessing economic and social advancement of women in Papua New Guinea, BCFW 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 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.

Guide for organizations on how to effectively respond to FSV reports

A company's preparedness and the ability to respond to reports of family & sexual violence (FSV) is an important aspect in implementing their respective FSV policies.

While companies strive to prevent FSV from happening, they need to proactively encourage the culture of 'speaking up' in their workplaces.

In their recommendation for good practices for the private sector, Social Development Direct (SDD) suggests that it is ideal to put procedures and systems in place before reports come in.

SSD's report titled '**Addressing Gender-based Violence & Harassment**' cites that when a report is made, it is important for companies to avoid rushing to act in an impulsive or ill-conceived way and, instead, take time to respond thoughtfully and effectively. Responding poorly or inappropriately to reports of FSV can undermine the credibility of a company's efforts to address the issue and may cause further harm to those involved. In contrast, effective handling of reports can reinforce the message that the company is committed to addressing FSV, playing an important role in future prevention.

In responding to reports of FSV, the aim is to prevent the violence or harassment from reoccurring and to mitigate the harm caused to those who have experienced and witnessed it.

Visit www.pngbcfw.org to access resources and tool-kits on the best practices for addressing family & sexual violence and more.

According to International Labour Organization (ILO 2017), transport gaps reduce women's labour force participation by more than 15 percent.

One of the biggest barriers for women's economic and social advancement is violence. Women need to be safe at home and safe at work, which includes traveling to and from work.

However, in PNG, women are widely underrepresented as transport providers, and as passengers, they face persistent challenges in terms

Appropriate & effective ways of responding to reports of FSV

'Implement a survivor centered approach'

A survivor-centered approach is especially important when it comes to responding to reports of FSV. Key elements of a survivor-centered approach are to:

- treat survivors with dignity and respect, taking time to listen to what they have to say rather than rushing to take action
- enable survivors to make informed decisions about what they want, providing them with information about support options available
- help survivors to be safe, including keeping their information confidential
- treat all survivors equally and non-judgementally, making sure their experience is not unfairly dismissed, for example, because they are young, old, disabled, a sexual or gender minority, or work in prostitution.

A survivor-centered approach is the preferred way of addressing FSV. It helps to reduce the potential for further harm to survivors and, the likelihood of further financial and reputational risk to companies. Anchoring decision-making in a survivor-centered approach is, therefore, in the interests of companies and investors.

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 give you an insight on Courts

Feel free to use in your internal company newsletter.

Legal services:

You may not know how to resolve your issue, which area of law your legal issue relates to, whether you have to go to the court and if so, how the court process works. You can contact a legal service and ask if you can get legal support, some legal services are free (depending on your financial situation) at some legal services you have to pay money.

Court

In Papua New Guinea the main courts are:

-The Village Courts

Their main role is to maintain peace and harmony within the community through mediation and hear cases for offences listed under the Village Courts Act. In cases of FSV, Village court can only issue preventative orders and Interim Protection Orders.

-The District Court

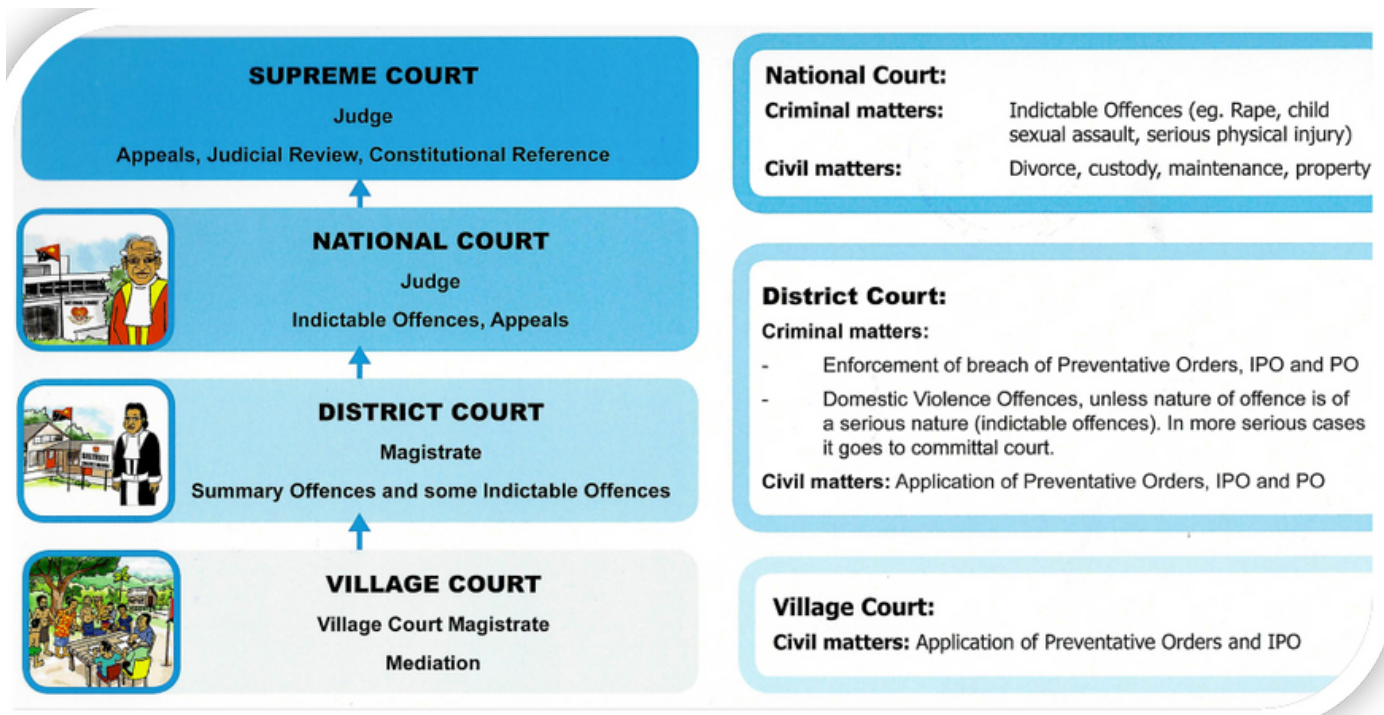
Have jurisdiction over the offense of Domestic Violence under the Family Protection Act and hears both Civil and Criminal cases such as generic violent offences, common and aggravated assault. Both Interim Protection order (IPO) and Protection order (PO) can be issued at the District Court which differs from the Village court, which can only issue Preventative Orders and Interim Protection Order.

-The National Court

They are responsible for hearing indictable offences such as rape or when someone has been very badly hurt.

Did you know?

There are 15,000 Village courts in the country. Your local village magistrate can issue preventative orders to stop a person from committing an act of violence against you.



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 feature the energy sector's implementation of GSS

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 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.

Gender Smart Safety Package

PNG businesses can do a lot to ensure safety for women who work in remote locations. The GSS package has a suite of tools & training to make your workplaces safe for your female employees including;

- Model GSS Workplace policy
- Training & audit
- Risk assessment tools & guidelines for implementation
- Information sheets & business case summary
- Toolbox talks (Education sessions)
- Minimum standards for GSS
- Implementation support

Energy sector undertakes GSS

PNG Power Limited and Solar Solutions are the most recent organizations to take up the gender smart safety audit training, under the US Agency for International Development (USAID) funded PNG Electrification Partnership (PEP) with the PNG government.

BCFW facilitated the Gender Smart Safety Solution (GSS) training for 14 employees from PPL & Solar Solutions. The GSS 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 any physical, emotional or occupational safety concerns for women, and identifies mitigation strategies.

"Gender Smart Safety creates an avenue to demonstrate safety specific to gender, as opposed to safety in general" said a GSS participant from PPL.

"The information and knowledge I gained from the training increased my understanding of looking at safety from a women's perspective. What may be considered okay or safe for men might not be the same for women. For example, a lone female officer working in male dominated team might be uncomfortable walking through a poorly lit corridor while her male colleagues might not have safety concerns. This new learning has enabled me to support my fellow female colleagues and will aspire to create safer working environment for both women and men" added another participant.

Both companies completed their safety audit. BCFW will then provide a full safety report and recommendations to PPL and Solar Solutions PNG for consideration and implementation.



BCFW MEMBERS

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

ABT Associates	PNG Mining and Petroleum Hospitality Services
Anitua	PNG Namba Wan Trophy Limited
ANZ Bank	PNG Ports Corporation Limited
Ashurst	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	Research Triangle Institute (RTI) International
Deloitte Touche Tomatsu	Rhodes PNG
Dentons PNG	Royal Papua Yacht Club Inc
Digicel PNG Limited	Santos
DFJ Digital Marketing	Simberi Gold Company Limited
Exxon Mobil PNG	SMEC PNG Limited
G4S Secure Solutions Ltd	South Pacific Brewery Limited
Hastings Deering (PNG) Limited	Steamships Trading Company Limited
Johnstaff International Development	Steel Industries Limited
Kina Securities Limited	Swire Shipping
KPMG	TE (PNG) Ltd
Lae Biscuit Company Ltd	Tetra Tech International Development Pty Ltd
Lamana Development Limited	The Pacific Star (The National)
Melanesian Trustee Services Ltd	Tininga Limited
Mi Bank	Tohouwa (PNG) Ltd- Fairprice
Milne Bay Organics	Tok Stret Consulting
Nambawan Super Limited	Total Energies EP PNG Limited
National Superannuation Fund Limited	Total Waste Management Group
New Britian Palm Oil Limited	Verge Limited
Palladium Group	Water PNG Limited
PHAMA Plus Program PNG	Westpac Bank
PNG Chamber of Commerce & Industry	WINGS Education
PNG Chamber of Mines & Petroleum	
PNG Football Association	

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
Women in Coffee Association



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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.



UN Women, supported by the EU-UN Spotlight Initiative to eliminate violence against women and girls

#SpotlightEndViolence

