

Business Coalition for Women Newsletter



2019 Impact and Achievements

2019 has been a fantastic year for the Business Coalition for Women. The impact of our programs under the Leadership Pillar and the Addressing Violence Pillar has been very encouraging. Here are some of our 2019 impacts;

Addressing Violence Pillar: Under this pillar, BCFW provides support to companies to address violence. Family and Sexual Violence Training:

4 companies received training for FSV Contact Teams, 1 company received an FSV education session, and there were 47 participants reached through these trainings. Of the 47 %, 81 % were female and 19% were male.

Anti-Sexual Harassment Training:

13 companies received Sexual Harassment education sessions, 8 companies received training on policy implementation, and 499 participants were reached. Of the 499 participants reached, 67 % are female and 33 % are male.

Leadership Pillar: Catalyse growth, innovation and team performance by developing women leaders in business through training, mentoring and other talent development initiatives.

Certificate IV in Leadership and Management:

186 women participated in the Certificate IV in Leadership and Management Course, 33 companies supported women in their organisations to do the course, 71 % of women who graduated from this course have been promoted or given additional responsibilities in budget, strategy and supervision. BCFW also successfully launched the Certificate IV in Leadership and Management Alumni in March of 2019. the Alumni is made up of over 120 women.

Senior Executive Women Program:

22 women from 13 different companies participated in this pilot training. After 2 networking events and by Session two out of three sessions, two participants organised morning tea for other participants at their respective offices as a networking gesture. Also, 2 participants initiated and developed a mentor-mentee relationship with mentors for they identified within and outside their organisations.

AICD-PNG Director's Course:

25 women and men participated in the course, 10 companies sponsored participants in the course, 75 % of course participants anticipate applying 75 - 100 % of the learnings from this course in their respective roles and careers. Course participants also received a year of complimentary AICD membership for further development.



Chairperson's Message

2019 has been a great year for BCFW. We increased membership by 10% from previous years which to me means that there is confidence in our work as being important to business bottom line and strategy. We've managed to secure grant funding this year to support research and development of tools and resources across our FSV and Women in Leadership pillars. We are grateful to the Australian People and Government for supporting the work of BCFW. The creation of these tools and resources has seen an enormous increase in uptake of our revenue generating services from 2018. Our revenue has increased by over 200% from 2018 and the margins adequately cover the overheads of running a secretariat placing us in a net positive financial position.

The board's strategy was to ensure we innovate to create relevant tools and services to ensure sustainability and self reliance as a social enterprise and I congratulate the leadership of the Board and in particular the dedicated energy and passion of our Executive Officer, Ms Evonne Kennedy and her Secretariat team.

In terms of impact, this year an M&E report on our Certificate IV Women in Leadership program revealed that 71% of our graduates were either being promoted or given additional responsibilities which entails that the program is delivering value for the graduates and their businesses. This year we launched our Senior Executive Women Program and PNG Directors Course in partnership with the Australian Institute of Company Directors and the feedback indicates keen interest from businesses.

Ms Wavie Kendino is a Cert IV graduate and attended the Directors Course is now appointed onto the MiBank board and we have received feedback that she is contributing value. The launching of our Alumni this year is aimed at supporting our 120 Cert IV women graduates with a network that provides continuous learning and development. In 2020, we aim to put together a structure that is effective to support this alumni.

Our work under our "FSV Cost business" pillar continues with more businesses taking up our model policy and toolkit. We have managed to extend our work to the Superannuation industry with Nambawan Super and NASFUND. We are seeing more work that needs to be done to help businesses institutionalize awareness and support tools. In 2020, the board aims to focus on gender smart safety audit tool kits, support policies and training to support the creation of an inclusive and safe workplace for women, in particular in the extractive industries. We are grateful to Oilsearch and Simberi for being our pilots and allowing us to refine our offerings. We look forward to working with Steamships Pacific Towing in 2020. Our women in supply chain work will be a key focus for 2020 and we will work closely with Women's Resource Business Centre (WRBC) to link Women owned SME to the supply chain of our membership. This year Rhodes and Brian Bell participated in an SME accelerator program by the WRBC and through this program, they were able to identify women owned SME's as suppliers.

BCFW is only as strong and effective as its membership and I want to thank our membership and in particular acknowledge Oil Search, Steamships, The Hilton Hotel, SP Brewery, G4S, Anitua, ExxonMobil PNG, Rhodes PNG and Digicel for the amazing support through sponsorship during the year. We are encouraged by such support.

I acknowledge the board for their stewardship, our Treasurer Lynette Morris for her time and undivided commitment and to our fabulous secretariat Evonne and her team for such an outstanding 2019.

I wish our membership and their families a safe and pleasant Christmas and look forward to working with you all in 2020.

Your Chair,

Lesieli Taviri



Executive Officer's Message

What a year! This newsletter edition reflects the hard work and dedication by the business community to address social issues such as family and sexual violence that are impacting business. Our work with our coalition members has increased, showing the commitment of the private sector and the acknowledgement that organisational systems need to support safe workplaces for staff and change our businesses for the better.

A recent interview with Managing Director of Steamships, Michael Scantlebury, reinforces Steamship's motivation for implementing their company wide anti-violence policy. "The incidence of family and sexual violence is everywhere in PNG thus it's absolutely happening to the employees of Steamships. As a business you need to make

the decision on whether you are going to sit back and sweep it under the rug or do something to ensure you have a healthy, engaged and contributing workforce."

As I reflect on this commitment by the private sector to address violence, and as we head toward Christmas, the BCFW team and I would like to sincerely wish you all a safe, peaceful and joyful Christmas. We look forward to strengthening our partnerships and the Coalition in 2020.

Evonne Kennedy
BCFW Executive Officer



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 need help contact:

1-TOK KAUNSELIN HELPIM LINE

71508000

Open 7 am - 7 pm daily, 7 days

1-Tok Kaunselin Helpim Line is a FREE hotline providing confidential help for anyone experiencing family or sexual violence. Counselors are available to give immediate crisis counselling information and referrals to other support services.

USE TECH - YOU NEED TO BE AT

PNG Security CONGRESS

World Class Technology
& Security Innovation

2-4 March
2020
CONGRESS
Port Moresby



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KEY TOPICS

Hear leading experts discuss...

2-4 March
2020

Enterprise Security – IT, Business intelligence & Implementation Methodology UAV's, Drones (ISTAR) Intelligence, Surveillance, Target Acquisition and Reconnaissance.

Government Policing, Private Industry and Law Enforcement
Enabling innovation to drive success – Trust and Transformation.

Technology innovation in the energy sector – Policy, Technology & Challenges.

Food security and policy, governance, institutions and trade.

Full program available online mid December 2019

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4th Quarter Highlights...



Senior Executive Women Program Session 3

The Senior Executive Women Program participants ended Session 3 of the program with an inspiring and challenging presentation by BSP's CEO, Robin Fleming. Mr Fleming spoke to participants about the importance of community involvement on a corporate level. Among the notable things Mr Fleming said, he highlighted that BSP in Papua New Guinea is the biggest employer in PNG next to the extractive industry and agricultural industry, hence, giving back through their community involvement initiatives and partnerships is the right thing to do." We thank the other speakers as well that made time to speak at our event.

Start-Up PNG 2019 Convention

For five days, the Start-Up PNG '19 Convention brought together the most successful decision makers and start-up businesses in PNG to share, network and collaborate on innovative ideas that can bring significant change in the nation.

BCFW's Elizabeth Asigau was invited to speak and make a presentation about the work that the Business Coalition for Women have been doing under our Leadership pillar and our Addressing Violence pillar and also highlighting the pillars we will be activating in the coming new year.



STARTUPPNG'19

A CONVENTION SHOWCASING PNG
ENTREPRENEURSHIP | SMES | STARTUPS | INNOVATION | IMPACT



End Violence Against Women Walk

The Business Coalition for Women team participated in the End Violence Against Women (EVAW) walk that was organised by Bel Isi PNG on Friday the 22nd of November 2019.

With the support of their partners and sponsors, which BCFW is one of, this walk has become an annual calendar event that Bel isi PNG organises to mark the beginning of the 16 days of activism against gender-based violence. The 16 days of activism against gender-based violence is an international campaign that kicks off on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day.

The 2019 PNG Women's Forum

The 2019 Women's Forum was held at The Hilton Hotel in Port Moresby from the 6th to the 7th of November.

BCFW Executive Officer Evonne Kennedy and BCFW Chair Lesieli Taviri both presented and participated in panel discussions at the Forum.

On the topic of Gender-based violence and Women's Rights, Evonne spoke about the impact of gender-based violence specifically around the cost that a business incurs if they don't have policies in place to deal with gender-based violence as and when it affects their employees.



Meri Tradies Launch



A new association for women in technical trades was launched in October of this year (2019). The Launch for Meri tradies was held at the APTC area at Idubada here in Port Moresby. The Business Coalition for Women was invited to speak at this Launch and was represented by our Executive Officer, Evonne Kennedy.

Attendees (pictured above) included trades-women from Lae, Mt. Hagen and Port Moresby as well as sisters in trade from The United States as well as Australia who flew in to attend the launch in support.

In an interview with Post Courier, Meri Tradies PNG Founder and President Doris Meliwane stated that Meri Tradies' aim and objective is to provide an advocacy forum which creates a secured world for tradeswomen who must be free, safe, secure, have access to justice in trade, be treated fairly, and realize that they are equal in value to their male colleagues.

Establishing solid foundations

Papua New Guinea Directors Course

The Papua New Guinea Directors Course has been designed to provide both men and women with an understanding of the duties and responsibilities of a director. The course will provide an understanding of Papua New Guinean corporate issues such as governance, finance, strategy, compliance and risk.

Tuesday 21 to Thursday 23 April 2020, Port Moresby

For further information contact Sharlene Gawi at communications@pngbcfw.org

Australian
Institute of
Company
Directors



PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT

This program 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.

4th Quarter Highlights...



Digicel CEO commends BCFW on Leadership Courses

Pictured left is Digicel CEO Colin Stone and Digicel PNG staff Helen Gegeyo and Jagipa Nevi.

Helen and Jagipa were two of the twenty-two participants that recently completed the Senior Executive Women Program hosted by BCFW and facilitated by ADB.

Mr. Stone attended the BCFW end of year cocktail event and commended BCFW on a job well done with our leadership programs. Digicel PNG have sent more than 30 staff members to courses run by the Business Coalition for Women which has had a great impact on the individuals and the company.

The Market Development Facility's presentation at BCFW End of Year Cocktail

At our recent End of Year cocktail event, guests were inspired by a presentation made by Mrs. Moanti Ise, a local farmer from the Dunatina Valley area of the Eastern Highlands. Moanti started her collaboration with Monpi Coffee Exports (who exports this coffee) and Sustainable Management Services (SMS) (a farmer training program) after ensuring the delivery of consistently high quality green coffee to Monpi. Moanti's coffee is bought by American coffee company and coffeehouse Chian - Starbucks.

With the support of the Market Development Facility, Moanti is growing from strength to strength in her business.



Family and Sexual Violence Contact Team Training

Pictured left is BCFW's Executive Officer Evonne Kennedy conducting a Family and Sexual Violence Contact team training for the staff of Hastings Deering.

As part of the FSV policy implementation, BCFW provides training to key people within an organisation on how to implement the policy in a respectful and sensitive yet impactful way.

This quarter, BCFW conducted FSV Contact Team trainings for Nambawan Super Limited as well as Hastings Deering.



Addressing Sexual Harassment in the Workplace

Pictured left are participants engaged in discussion about implementing Anti-Sexual Harassment Policies in the workplace.

As part of the Anti-Sexual Harassment policy implementation, BCFW provides training to key people within an organisation on how to implement the policy within their organizations.



Does your business need help to develop leadership and management skills of its female workforce?

Cohort 15 - LAE OFFERING

Business Coalition for Women
Certificate IV in Leadership and Management

- Accredited to Australian standards
- No pre-requisites for women to register
- Course Fee K 15,000.00 pp
- 20% discount for BCFW Members



Course commences on the 02nd March, 2020

Registration closes on the 28th February, 2020

REGISTER NOW!

Limited spaces available....

For further information on registration, contact us on:

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PO Box 1256, Port Moresby, NCD
office mobile: +675 7459 3108
Email: communications@pngbcfw.org

BCFW MEMBERS

PAPUA NEW GUINEA BUSINESS COALITION FOR
WOMEN IS PROUD TO HAVE THE FOLLOWING
MEMBER ORGANISATIONS



ABT Associates
Anitua Group of Companies
ANZ Banking Group
Australia PNG Business Council Inc
Bank of Papua New Guinea
Bank of South Pacific
Barrick Niugini Limited
Black Swan International
Cardno (PNG) LTD
Coffey International
CPL Group of Companies
Curtain Bros PNG Limited
Deloitte PNG
Dentons Lawyers
Digicel
Eda Ranu
ExxonMobil PNG
Hastings Deering
Hilton Hotel
Kina Group
KPMG
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Manufacturers Council
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Origin Energy PNG
Palladium(Education Capacity Development Facility)
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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.



PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT