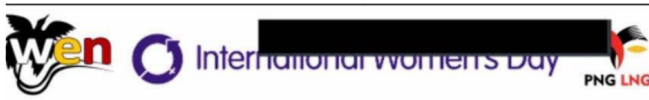


Business Coalition for Women Newsletter





Background – Pacific Male Advocacy Program

- Pacific Regional Women's Network Against Violence Against Women (PRWNAVAW).
- Secretariate is in Fiji - Fiji Women's Crisis Centre, and members are: Fiji, Vanuatu (Vanuatu Women's Centre), Tonga (Tonga Women and Children Centre), PNG (National Family and Sexual Violence Action Committee), Solomon Islands (Family Support Centre), Cook Islands, Federated States of Micronesia, Marshall Islands.
- Developed in 2000 to engage men and boys in the Pacific to support gender equality and women's human rights.
- Launched in 2012 after six years of consultation and trainings – 'Male Advocacy Handbook for Women's Human Rights'
- Being rolled out in network countries across the region – 'Male Advocates for women's human rights and gender equality'



International Womens Day 2022 Reflections for Women's Leadership in the PNG Health Sector

Virtual Panel Discussion on Tuesday 8 March 2022, 10am – 11am

 Julie Bengi Director Corporate and Policy Planning & Monitoring, Western Highlands Provincial Health Authority	 Almah Kuambu Technical Advisor Regional Centre and Prosthetic Services, National Department of Health	 Billy Naidi Project Coordinator, REFLECT Program, World Bank	 Dr. Edith Kariko Senior Health Specialist, World Bank
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Supported by the Papua New Guinea-Australia Partnership

PNG-Australia Partnership to Health

#breakthebias

Breaking the bias! Gender Equality is Good for Business

The business community recognizes the value their female staff bring to the company and acknowledge that gender equality is good for business. The global theme for International Women's Day this year "Break the Bias" resonates well with the corporate sector. Through the Business Coalition for Women (BCFW), the PNG business sector continues to create gender equality in the workplace by addressing family & sexual violence, developing women into leadership positions and generating more opportunities for women.

A recent research conducted by the Private Sector Development Initiative (PSDI) titled "Leadership Matters: Benchmarking Women in Leadership in the Pacific Women" which will be launched in April, found that women are underrepresented in all spheres globally despite the well-documented benefits, women hold.

Bias in the form of stereotyping, gender based violence, discrimination and harassment results in the lack of women in leadership roles, thus, negatively impacting company performance, productivity, profitability and constraining development and economic growth.

Chairperson's Message

Season's Greetings members,

Hello members and welcome to the first edition of the 2022 BCFW newsletter.

The first quarter is always crucial, where businesses plan, strategize and map out their business outlook for the year. The first three months are an ideal time, particularly when we are reminded in the month of March, about the contributions of women and the value female employees bring to their organizations.

A good business plan not only helps our businesses generate revenue, it focuses on specific steps as well as broader notions of gender equal workforces, diversity at all levels, safe workspaces and generally, on policies and approaches that are necessary for us to make our businesses succeed.

The PNG Business Coalition for Women is a great believer in working together as a sector to give women the best chance possible to achieve their professional ambitions at work. The Coalition is also a huge advocate of the business case where research have proven that effective workplace policies, training and capacity building are important for businesses. The goal here is to ensure women feel supported, valued and respected because gender quality is good for business.

We have been working with you all to balance the gender makeup of our workforce in our sector, and are actively creating and developing tools, resources, and leadership and addressing violence trainings and programs aimed at increasing the proportion of women in managerial and executive positions and ultimately at board and directorship levels.

I encourage you to subscribe to the Coalition's programs. The Coalition has gender equality solutions tailor made for PNG businesses to help you achieve your gender equality goals. As a business leader myself and your Coalition Chairperson, I want us to recruit, retain and promote the best people in our sector, and we can do that by working together to develop and share good practices and create more opportunities for women.

**Your Chair,
Lesieli Taviri**



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**

Executive Director's Message



Dear members,

Warm welcome to our first newsletter for 2022. We had an amazing year in 2021 and we have had a busy three months facilitating trainings, developing tools, conducting management briefings, and firming up preparations for our leadership programs.

I am delighted to announce an increase in rollout for our leadership courses. Due to the growing demand by our members for our leadership programs, the Senior Executive Women's Program (SEWP) and the AICD Directors Course will run two (2) cohorts each. While the latter will be delivered online, the SEWP will be conducted online for seventeen weeks, starting April 26 to August 16 while the face-to-face session comprises of 6 sessions, spread over 3 months (i.e.: 2 days each month).

The Coalitions flagship program, the Certificate IV Leadership & Management Course has been transformed into an online course and will be facilitated in partnership with Tafe Queensland. The accreditation and content of the course remain the same except for the mode of delivery. Delivering the course online means participants have the flexibility of attending work and carrying out their day-to-day official duties and at the same time take up the course. The course will be conducted 2 days per week with a 3-hour contact period for each day. Participants will have access to the Tafe Queensland online library. Spaces for these courses are filling up fast and this demonstrates the business sector's commitment towards gender equality in the workforce. Meanwhile, the Director Mentorship program will be delivered later in the year.

Through the Coalition, the corporate sector is working to address family & sexual violence (FSV) and sexual harassment supporting organizations with the adaptation and implementation of the FSV and Anti-Sexual Harassment (ASH) policies and training, and FREE 1 Hour FSV & ASH Education Sessions for all members.

At this juncture, I'd also like to announce a male engagement program that we are piloting in collaboration with Pacific Towing. The program recognizes the important role that men play in addressing gender equality and encourages male agents as part of the solution to achieving gender equality.

The Coalition is also working in partnership 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 Gender Smart Safety Solution (GSS) training for 14 employees from PPL & Solar Solutions. The GSS training will enable these staff to conduct a 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.

Work to increase our reach outside of Port Moresby will continue right throughout the year through the Safe Transport Program in Lae and BCFW's FSV & ASH policy implementation and training packages being implemented with organisations across PNG.

Apart from our core function to serve our members for the greater good of the sector, BCFW will be supporting the PNG Institute of Directors to launch the 'Leadership Matters Report'. The report aims to provide data and guidance for private sector businesses and organizations, civil society, and governments to develop and implement policies to increase women's leadership.

With all the work planned for this year, BCFW will be recruiting new staff to fulfill our vision of helping businesses maximize their economic potential via gender equality.

Lastly, it is my pleasure of informing our members and partners of our new office location. We are now located at the former Steamships House, on the corner of Hunter Street and Champion Parade, CBD Port Moresby. We share the same office space with Black Swan International- a partnership we truly appreciate.

Evonne Kennedy



· BCFW ·
Business Coalition for Women

Introduces

The Senior Executive Women's Program

A weekly online program designed to fit conveniently into your work schedules

The Senior Executive Women's Program 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: APRIL 22, 2022



"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 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 includes 17 x 2 hour online sessions. It will be held weekly on Tuesday mornings from 9.00-11am. The first session will be on 26 April and the final session will be on 16 August.

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: April 26, 2022 | End: August 16, 2022

**COURSE FEE
K4 500**

To register, contact Carolyn Ure on cure@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**

In PNG, gender equality is hindered by gender disparities, cultural traditions that value men's leadership abilities, family & sexual violence and social norms that discriminate against women. This study also revealed that while the proportion of women board directors (19%) and chief executive officers (5%) in PNG sit above the global average (17% and 4% respectively), a collective effort from all sectors is needed to strengthen women's equality in the workplace.

This year's theme 'break the bias' calls for all of us to take action to make our workplaces diverse, equal and inclusive. The Business Coalition for Women (BCFW) unites with our 65 member organizations to eliminate all bias and level the playing field.

"As the corporate sector's go to resource for gender equality, BCFW works with businesses to develop and share good practices relating to recruiting, retaining and promoting women employees. The Coalition develops gender equality solutions tailor made for PNG businesses to support women's economic advancement because we know that gender equality is good for business" said Evonne Kennedy, Executive Director of BCFW.

While it is a moral imperative to eliminate all bias and promote gender equality, there is also real business value in making workplaces safe, equal and inclusive. Gender diverse workforces benefit businesses in the following ways;

- Better decision making and problem solving
 - Improved financial performance
 - Greater capacity to adapt to shifts in consumer preferences
 - Enhanced branding
 - Employer of choice
 - Healthier team dynamics and organizational culture; and
 - Greater creativity and innovation
-

**REGISTER
NOW!**

**BCFW 2-DAYS
ANTI-SEXUAL
HARASSMENT
TRAINING**

**April 12 & 13, 2022
Port Moresby**

Contact Olive on: oimatana@pngbcfw.org
or 323 0310/7459 3108
Visit: www.pngbcfw.org
for more information

Exclusive to BCFW members

“ Being able to know and understand the impact of the sexual harassment that is experienced at the different levels was my biggest take-away in the training. Having said this, the Anti-Sexual Harassment policy is very much needed for the University to create a safe workplace for the staff and student body.”

Female participant
University of Goroka



SAFE spaces make GREAT workplaces

Quarter 1 Highlights...



PPL & Solar Solutions employees undertake GSS training

Fourteen employees of PNG Power Limited and Solar Solutions recently participated in the Gender Smart Safety (GSS) training under the USAID funded PNG Electrification Partnership (PEP) with the PNG government. The training was an eye opener for most of them, who shared that it was crucial to see women's safety from a gender lens to fully understand, identify and address risks that threaten women's safety at work. " Gender Smart Safety creates an avenue to demonstrate safety specific to gender, as opposed to safety in general" said a GSS participant from PPL.

NBPOL undertake FREE FSV Education Session

18 staff from New Britain Palm Oil took up the BCFW Free Family & Sexual Violence (FSV). Education Session. This session unpacks everything a company and its employees should know about FSV; its impacts on staff and subsequently the operations of the company. Having greater awareness of the issue allows the staff to identify FSV and enables employers to implement policies and measures to respond to and support their staff facing FSV.



Pacific Towing staff attend FREE ASH Education Session

Ensuring a safe and conducive workplace for all, Pacific Towing management organized a 1 hour Free Education session on Sexual Harassment for their staff to undertake. The staff learnt about how sexual harassment is a business issue, the business value of addressing sexual harassment, laws that prohibit sexual harassment and the anti-sexual harassment policy. The session was important because employees here at PACTOW don't respect one another and the session was a reminder/ refresher on the different policies the company has in place. It was also good that we shared question and got clarification on action about Sexual Harassment.



PNG Business Coalition for Women greatly values our following partners for their support in kind



Introduce Certificate IV Leadership & Management Course

ONLINE

REGISTER NOW FOR COHORT 20
Registration Ends: April 19th, 2022
Training commences: May 3rd 2022

BCFW Certificate IV Leadership & Management Course:

- Accredited to Australian standards
- Access to Tafe Queensland online library
- No pre-requisites to register
- Stepping stone to Diploma
- One-on-one mentorship
- Participants are required to do a Basic Key Skills Builder test online to assess basic literacy and numeracy skills

Exposure to the business community & professional networking opportunities



For more information on the course or registration, contact us on:
7459 3108/ 3230310 or communications@pngbcfw.org

Quarter 1 Highlights...

Certificate IV Leadership & Management Course Cohort 18 complete course



Sixteen women have enriched their management and leadership skills after completing 6 months of the Certificate IV Leadership & Management Course. Pioneering this course in Lae, these women have enhanced their skills in communication, time management, customer service, innovation and improved self-confidence. The mini graduation was officiated by Mark Foxe, Australian Consulate General who re-emphasized the importance of equipping women with the necessary leadership and management skills to encourage gender diversity in the workforce.

Certificate IV Leadership & Management Cohort 19 complete Block 2 training

20 women from Certificate IV Leadership & Management Course Cohort 19 completed block 2 of their training earlier this month. Upon completion, these women revealed that the training has enabled them to discover their leadership styles and potential, improve their confidence, enhance their skills and exploring their abilities which they say are integral for greater leadership roles within their organizations. These women will complete the final leg of their 6 months leadership journey later this year. BCFW is grateful to WINGS Education for facilitating these trainings and enabling Papua New Guinean women to reach greater heights in their careers.

DO THE FIVE, HELP STOP THE SPREAD!

- 1 HANDS- Wash them often**
- 2 ELBOW- Cough into them**
- 3 FACE- Don't touch it**
- 4 SPACE- Keep a safe distance**
- 5 HOME- Stay at home if you can or if you are sick. Limit movement.**



#STOPCOVID19PNG

TOLL FREE 1800 200

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 Bel isi (PNG)

Feel free to use in your internal company newsletter.

Bel isi (PNG)

Bel isi PNG is a public-private partnership with a vision to create a Papua New Guinea in which gender equality is realized and women are empowered to live productive lives free of violence.

How do I become a member and at what cost?

Bel isi PNG offers companies and organizations wanting to address the cost of FSV in doing business a tiered subscription model based on number of employees.

Tier 1	Tier 2	Tier 3
Under 50 Employees	51–100 Employees	100+ Employees
PGK 30,000	PGK 60,000	PGK 100,000

The Oil Search Foundation manages subscription fees and ensures the overall quality of services provided. For enquires around subscription, contact Danielle Winfrey, Bel isi PNG Program Manager on Danielle.Winfrey@santos.com or email info@belisipng.org.pg

What are the benefits of becoming a subscriber?

- Exclusive membership to a leadership forum that includes an annual event with internationally recognized guest participants
- Regular newsletters, education and communication materials on the availability of services to help make FSV prevention and support part of the company culture
- Induction sessions for the senior leaders to explain the available services provided by Bel isi PNG
- Professionally operated case management services for employees and their immediate family members to assist them in addressing their individual situations
- Access for female employees and their immediate family members to a secure and professionally operated safe house when required
- Invitation to join an annual End of Violence Women Walk and other events



Bel isi PNG is committed to sharing with our partners resources that are helpful in addressing family and sexual violence.

These include links to useful websites, strategies, policies, speeches and other documents. Bel isi has developed;

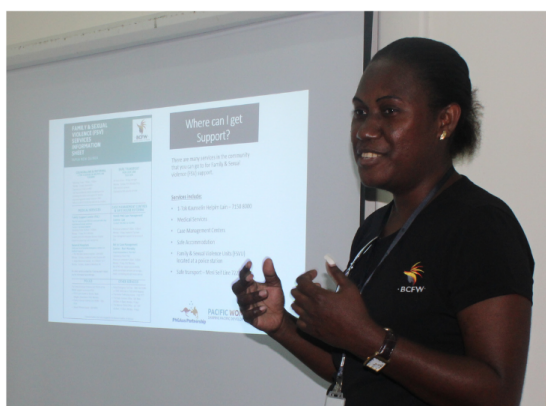
- A FSV toolkit – provides information on key issues related to family and sexual violence as well as information on where to access support.
- A Bel isi PNG flash drive – provides an introduction to the services accessible to subscribers and can be used as an induction tool.

Where do I go for more information?

Visit the Bel isi PNG website on www.belisipng.org.pg , Email Bel isi PNG on info@belisipng.org.pg or call and enquire on 70554401.

Bel isi (PNG) is proudly supported by the following donors & partners:





EXCLUSIVE TO BCFW MEMBERS

**Reduce the business cost of
Family & Sexual Violence on your
business!**

**BOOK NOW!
FREE!**

1 hour

Family & Sexual Violence Education Session

This session covers the following topics :

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 sessions

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 focus on the 'Safety Audit' process

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.

Safety Audit

The GSS Audit gathers data on women's physical, emotional and occupational safety using 7 Audit tools (The Body Map, Safety Walks, Your World Mapping, Women's risk assessment, Focus Group Discussions, Key Informant Interviews and Gender Smart Safety Checklist)

BCFW GSS Trainers provide support to the newly trained GSS Taskforce and collect the data. Data collected assists in the baseline report, the results can be used to inform workplace activities and initiatives that support the safety of female employees.

After the Audit BCFW provides ongoing implementation support to the newly established GSS Taskforces in the business through its GSS Community of Practice.

During and after the training and audit in detail:

Key people in the organization are selected to become the organizations Gender Smart Safety Task Force, and they usually sit in HR and Safety departments.

The GSS training is covered over a period of 5 days (2 days training and 3 days audit).

In the training (Day 1 and 2) the GSS Task force are trained on how to conduct and carry out a workplace women's safety audit. They are trained how to identify, manage and eliminate risks for women employees and contractors at the workplace.

After the training (Day 3 & 4), the GSS Task force prepare and conduct the safety audit at their workplaces. The audit aims to include as many female employees as possible, and some men. Most audit activities are carried out in locations where the women work. The data collected and analyzed in Day 5.

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

GSS tools for measuring safety

All seven tools are used to measure emotional, physical & occupational safety of women as the decision to stay or leave a job can be determined by the different safety concerns.

1. Your World Map

This tool helps capture some of the simple information about how women feel when at home and at work.

It identifies if women are suffering from emotional stress, how women feel about their safety at work and the physical risk rate, which is a key measure in the GSS program.

2. Women's Risk Assessment

This tool helps identify key measures. These measures are linked to PNG specific hazards that women face in workplace including, Violence, Cultural Barriers, Low literacy levels, Gossiping, Hours of Work and Men's Behaviour. The identified hazards have been developed from research on women's safety that was conducted in PNG in 2015.

3. Focus Group Discussion

A focus group discussion helps gather qualitative information about the safety concerns of different groups (can be men and women) and other issues at work or home that can pose as risks to a female's physical, emotional and occupational safety. The questions focus specifically on behaviours, risk and threats.

4. Safety Walks (There are 2 versions (Worksite and Transport of this tool, but they are used in exactly the same way)

Identifies concerns women have about their emotional safety in specific areas of workplace and the rate of concern that women have when travelling to or from work and or in a specific work location.

5. Body Map

This is the simplest of the data collection tools. It aims to identify if a female employee is experiencing any pain (which might result in injury either sometimes or all the time) while completing a specific work task and the physical risk rate,

6. Key Informant Interview

Helps gather information about why women might be excluded from certain work areas or work tasks, what might have been done (as well as what needs to be done) to mitigate risks

7. Gender Smart Safety Checklist

Identifies the policies which exist in the organization. It has a list of policies listed which could help promote gender-smart safety in an organization where key responders check off if they employ them.

BCFW MEMBERS

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

ABT Associates	PHAMA Plus Program PNG
Anitua	PNG Chamber of Commerce & Industry
ANZ Bank	PNG Chamber of Mines & Petroleum
Australia PNG Business Council	PNG FM Ltd
Bank of Papua New Guinea	PNG Mining and Petroleum Hospitality Services
BSP Financial Group Limited	PNG Namba Wan Trophy Limited
Barrick Niugini Limited	PNG Ports Corporation Limited
Black Swan PNG International	PriceWaterhouseCoopers
Cardno	Professional Global Solutions Limited
Coffey International Development Pty Ltd	Propest Control Limited
Deloitte Touche Tomatsu	Rhodes PNG
Dentons PNG	Royal Papua Yacht Club Inc
Digicel PNG Limited	Simberi Gold Company Limited
Exxon Mobil PNG	South Pacific Brewery Limited
G4S Secure Solutions Ltd	Steamships Trading Company Limited
Hastings Deering (PNG) Limited	Steel Industries Limited
Johnstaff International Development	Swire Shipping
Kina Securities Limited	TE (PNG) Ltd
Kosem Limited	The Pacific Star (The National)
KPMG	Tininga Limited
Lamana Development Limited	Tok Stret Consulting
Mi Bank	Total E & P PNG Limited
Milne Bay Organics	Total Waste Management Group
Nambawan Super Limited	Verge Limited
National Superannuation Fund Limited	Water PNG Limited
New Britian Palm Oil Limited	Westpac Bank
Oil Search Limited	WINGS Education
Origin Energy Limited	
PBF Agro Business Limited	

Associate Members

Australian High Commission
International Education Agency
Leprosy Mission PNG
Mary Help of Christian Technical Institute
PNG Auditor General's Office
Transparency International PNG
University of Goroka



• **BCFW** •

Business Coalition for Women

Our Residential address:

4 Mile, Opposite Jack Pidik Park, Section 13, Allotment 1
Sir Hubert Murray Highway, Boroko, N.C.D

Our Mailing Address:

P.O Box 1256, Port Moresby, 121, Papua New Guinea

Mobile: +675 7459 3108 | Landline: 323 0310

Email: communications@pngbcfw.org

Website: 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 Pacific Women Shaping Pacific Development program.



PNGAus Partnership
PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT



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

#SpotlightEndViolence

