

Business Coalition for Women Newsletter



Image courtesy of Santos Foundation-Bel isi program

Male engagement: A crucial factor in creating gender equitable spaces

In the pursuit of gender equality, women have made tremendous strides in breaking barriers and assuming leadership roles across various sectors. However, achieving true gender parity in leadership positions, and other aspects of life requires more than the efforts of women alone. Male engagement; the active involvement and support of men in promoting gender equality, plays a significant role in addressing gender-related issues. By understanding and embracing this notion, society can foster an inclusive environment that benefits both men and women, ultimately paving the way for a more equitable future.

Male engagement involves recognizing the importance of men as allies in gender equality. It includes actively encouraging men to challenge traditional gender norms, biases, and stereotypes that perpetuate inequality in leadership. By encouraging men to participate in conversations and initiatives centered on gender equality, we can work together to address the systemic barriers that hinder women from reaching their full potential.

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Chairperson's Message

Dear members,

Welcome to the secretariat's second newsletter of the year.

Following on from conversations held during the Bel isi leadership forum, male engagement should be an important agenda to drive within our respective businesses and the wider private sector. As a business leader and Chair to your secretariat, I acknowledge the role that men play in addressing violence, and also believe that businesses equally play a significant role in promoting a culture of respect, equality and inclusivity.

Gender equality is not just a matter for women; it requires the active participation and support. By engaging men in the conversation and encouraging their involvement, we can foster a more inclusive and equitable environment for all.



To foster male engagement and promote gender equality within your organization, I encourage you to consider the following steps:

Establish Leadership Commitment: Demonstrate your commitment to gender equality by ensuring that leadership actively supports champion's initiatives. Leaders play a crucial role in setting the tone and driving cultural change within an organization.

Develop Inclusive Policies: Review and update your policies and practices to promote gender equality. Ensure that your policies address issues such as pay equity, parental leave, flexible working arrangements, and opportunities for career advancement for all employees.

Provide Education and Training: Offer gender sensitivity training and educational programs to all employees, including men. These programs can raise awareness, challenge stereotypes, and provide practical tools for creating an inclusive and respectful workplace.

Foster Employee Resource Groups: Establish employee resource groups or affinity networks focused on gender equality. Encourage men to actively participate and engage in these groups to foster dialogue, share experiences, and work together towards common goals.

Measure and Report Progress: Regularly assess and measure your organization's progress towards gender equality. Set meaningful targets and report on key metrics, such as gender representation, pay equity, and employee satisfaction. Transparently sharing this information demonstrates accountability and drives continuous improvement.

By engaging men in gender equality within your organization, you have an opportunity to create positive change, foster a culture of inclusivity, and drive business success.

Yours faithfully,

Lesieli Taviri
BCFW Chair

Executive Director's Message



Dear members,

As we continue our journey towards achieving gender equality and building workplaces and businesses that value and empower everyone, I wanted to take a moment to highlight some of our achievements for this quarter and share important areas of focus that the Coalition will be working on for the remainder of the year.

May was a busy, yet successful month for us at the Coalition. We hosted our Annual General Meeting where we saw the election of two (2) new board members; Ed Weggemans, Managing Director of SP Brewery and BSP's Head of Remuneration & Benefits, Annette Naita to lead the strategic vision of the Secretariat. While we welcome Ed & Annette, we also thank and farewell John Nilkare (SP) and Hari Fenech (BSP) for serving on the board for the last 3 years.

One of the cornerstones of our efforts is promoting male engagement in gender equality initiatives. BCFW was honored to be part of the Bel isi Leadership Forum. The forum aimed to have critical discussions on the importance of male leadership in the private sector to prevent and respond to FSV.

Addressing family and sexual violence remains a priority and demands our collective attention. We are committed to providing tools, resources and evidence-based information to support our members in implementing their respective FSV and other workplace policies and procedures.

We are pleased that BCFW, in partnership with IFC and 3 Bel isi subscribing companies were able to complete the Bel isi Cost to Business End-line research this quarter with some of the key findings as follows:

- From 2020 to 2022, support measures such as employee counseling and alternative work arrangements helped participating companies reduce lost workdays by 1.4 days a year per employee.
- Participating companies found they reduced employee absenteeism and promoted positive behavioral changes after taking steps to address the problem
- Promising shift in attitudes away from acceptability of violence
- 9 out of 10 men and women say that violence is never acceptable.
- Positive shifts have led to benefits for companies
- Better employee wellbeing
- The amount of working time lost because of family and sexual violence reduced by 1.4 days per employee per year since the baseline in 2020
- This equates to a gain of 8.3 million Kina

In addition to the Cost to Business Research, BCFW, IFC and Factive Consultants completed the first-of-its kind leading-edge Childcare research to identify challenges faced by working parents and explore solutions and recommendations for companies to consider to support their employees. Data from this survey are currently being analyzed and its findings will be made known in the coming months. Another vital aspect of our work is empowering women in leadership positions. We recognize the immense potential and talent that women bring to the table, and we are committed to removing the barriers that hinder their progress. Your secretariat is dedicated to providing mentorship programs, networking opportunities and training to support women in their career advancement.

Here is a snapshot of what we achieved in our leadership pillar this quarter:

- Certificate IV Leadership & Management Course Cohort 22 commenced their 6-month leadership journey in April while Cohort 21 completed the course in June.
- The Senior Executive Women's Program (SEWP) Cohort 5 completed the training in May, Cohort 6 was completed in July and Cohort 7 commenced July 18th.

The BCFW understands that it is not only important to provide talent development opportunities but to also foster an organisational culture of inclusivity and equal opportunities, with the aim to create a pipeline of female leaders who can drive positive change and inspire future generations.

I encourage each and every one of you to get involved in our initiatives as we endeavor to collectively create more equitable workplaces. Our Family & Sexual Violence (FSV) and Anti-Sexual Harassment (ASH) FREE 1 hour education sessions are available all throughout the year, please book your sessions today! The ASH policy implementation training will be rolled out on September 5 & 6 and the annual FSV forum on November 23rd. Other exciting programs and trainings include:

- SEWP roll out with Provincial Health Authorities in partnership with CARE Int. under PATH
- SEWP networking event
- FSV Policy implementation with NCDC's major contractors
- Launching of the Childcare research findings
- Publication of the Bel isi Research Findings'
- Certificate IV Leadership & Management Course Cohort 19 graduation
- Lae Safe City Transport (installation of CCTV cameras and launch with Lae City Authority)
- Second roll out of Foundation of Directorship course for 2023
- Pilot Men as Allies Program; and
- Pilot programs under Women's economic participation

Raising awareness is of paramount importance in addressing all forms of violence. BCFW, through the GBV Parliamentary Committee's call for proposal to inquire about FSV/GBV related issues, have raised their hands to be part of this important forum to share the private sector experience in terms of recruitment and promotion of women. This community awareness is an opportunity to leverage on women's leadership in the private sector to hold key advisory positions in parliament or in ministries. Another area of interest that BCFW may support is advocating for government's policies and programs to promote women in supply chains. BCFW, and other organizations like Equal Playing Field, working in the development space having a voice at the national level is as a critical first step towards initiating positive change and achieving meaningful impact in various aspects of society.

Thank you for your unwavering support, dedication, and belief in our shared vision. Your contributions are instrumental in driving our mission forward. Together, we can challenge gender norms, empower women, engage men as allies, and put an end to family and sexual violence. Let us stand united in our commitment to equality and respect for all.

Yours sincerely,

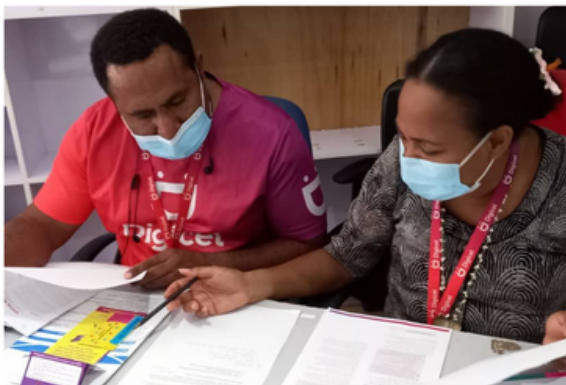
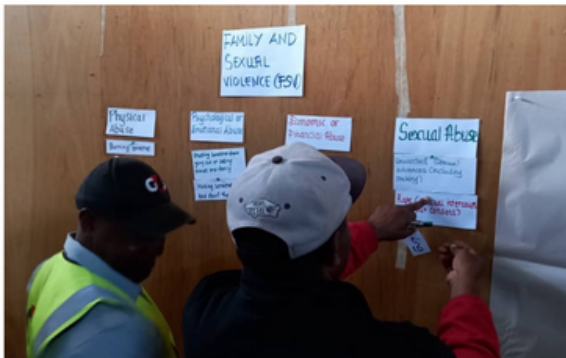
Evonne Kennedy
BCFW Executive Director



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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



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

**BOOK NOW
FOR
FREE!!**

**1 hour
Family & Sexual Violence (FSV)
Education Session**

&

**1 hour
Anti-Sexual Harassment (ASH)
Education Session**

The FSV education Sessions cover the following:

What is Family and Sexual Violence (FSV)?

- FSV and the PNG Law
- The different types of abuse
- Power and control dilute 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 community support services
- Safe accommodation
- Family and Sexual Violence Unit(FSVU - Police)
- Safe transport – G4S Meri Seif Line

The ASH Education Sessions cover the following:

What is Sexual Harassment (ASH)?

- Definition of sexual harassment
- What sexual harassment is?
- What sexual harassment is not?
- Behaviours that constitute sexual harassment?
- Sexual harassment is a criminal offence

Why is SH a business issue?

- The business care for addressing sexual harassment at the workplace
- Law and Rationale – WHS
- Why should I have a sexual harassment policy
- Effects of SH and its impacts on employees/team/organization

Contact Olive on:
oimatana@pngbcfw.org or call 323 0310/7459 3108
to book your FREE session!

Quarter 2 Highlights...

Caritas Kimbe ASH Training



Empowering their employees to build respectful attitudes and ensure safe workplace, Caritas Secondary School in Kimbe, WNB Province had seventeen (17) key staff undertake the Anti Sexual Harassment (ASH) training. These learnt about what constitutes sexual harassment, legislation and how to report and respond to sexual harassment.

Sexual harassment if not appropriately addressed, affects employees and businesses. In an organization, it is everyone's responsibility to prevent and address sexual harassment. One way of doing that is by training employees adequately on how to recognize and respond to risks of harassment incidents.

44 Nasfund employees receive ASH training

Nasfund has taken proactive steps to train and educate its employees about sexual harassment prevention through comprehensive training. Facilitated by BCFW, 44 staff completed the 2- Day Anti-Sexual Harassment (ASH) Training. Training is crucial as it raises awareness, establishes clear standards of behavior within a workplace by outlining what is acceptable and unacceptable conduct, it helps set expectations for employees and creates a respectful and inclusive work environment. Sexual harassment prevention training reinforces the importance of respectful behavior, thus, reducing the likelihood of incidents over time. nasfund is committed to equipping its workforce with skills and knowledge to prevent sexual harassment, promote a culture of dignity & respect and foster a safe and inclusive work environment



Credit Corporation forms FSV Work-place Contact Point Team



Credit Corporation established their Family & Sexual Violence (FSV) Workplace Contact Team (WCT) after completing the BCFW 2-Day FSV WCT training. The training equipped the participants with an increased knowledge about FSV; its impacts on employees and businesses, the legislation, how to recognize, respond and refer a FSV survivor to seek appropriate services and support provided by the company as well as those available in the community. "The training broadened my understanding of FSV and how it impacts on businesses and its employees. As a contact team member, I am empowered to appropriately and adequately support thr other staff.

Childcare research update

Early this year, the Business Coalition for Women together with International Finance Corporation (IFC) and Factive Consultants embarked on conducting a leading-edge research to understand the business value of employer-supported childcare and explore solutions and recommendations for companies to consider to support their employees. The survey was conducted with 32 companies, and the preliminary results were presented to the HR personnel of each company who are vital in the review and implementation of workplace polices. the preliminary findings of the business case of childcare in PNG were presented and companies (HR) saw the realities of how childcare in PNG affects, hiring, promotion and retention of working parents in workplaces and gave companies an overview of what is costing them annually and what options that are available that could cut down the cost to business.



Benefits of Male Engagement

a) Expanding perspectives and breaking stereotypes: Male engagement brings diverse viewpoints to the table, challenging norms, assumptions and dismantling gender stereotypes. By promoting inclusive dialogues, men can gain a deeper understanding of the unique challenges women face in leadership roles, fostering empathy and driving meaningful change.

b) Creating supportive networks: Male engagement cultivates networks that facilitate mentorship and sponsorship opportunities for women in leadership. Through these relationships, men can use their positions of influence to advocate for the advancement of talented women, providing them with equal access to opportunities for growth and development.

c) Encouraging balanced decision-making: Gender-balanced teams yield better decision-making outcomes. Men who actively engage in gender equality initiatives help create environments where diverse perspectives are valued and respected. By embracing inclusivity, organizations benefit from a wider range of ideas, creativity, and innovation, leading to more robust and effective decision-making processes.

d) Setting positive examples: Male engagement in promoting women's leadership sends a powerful message to others. When men champion gender equality, it challenges societal norms and encourages other men to follow suit. By becoming role models, men inspire future generations to embrace inclusivity and gender equality, perpetuating a cycle of positive change.

Impact of male engagement on broader societal attitudes

It takes one action of change from one individual to influence good practices in workplaces – and we believe that with this one positive action or attitudinal change in the workplace could also have a rippling effect into the home and have a far reach into the community and society as a whole.

Potential barriers or challenges to male engagement in supporting women's leadership

Potential barriers to male engagement in supporting women's representation in the workplace and in leadership positions are attitudes, practices and behaviors, making women's contributions unequally valued which leads to other discriminations or intersectionality's and biases that impact positional shifts for women. These barriers are broadly classified under structural barriers, institutional mindsets, individual mindsets and life style choices, especially in the PNG context.

Strategies for Enhancing Male Engagement

a) Education and awareness: Encouraging dialogue and providing education on gender equality issues helps raise awareness among men. By understanding the challenges women face and the benefits of gender equality, men can become more informed allies, actively working towards meaningful change.

b) Allies and champions: Encouraging men to actively support and promote women in leadership can foster an environment of collaboration and inclusivity. Men can use their positions of privilege and influence to amplify the voices of women, challenge bias, and advocate for equal opportunities.

c) Engaging men in policy and decision-making: Including men in discussions and decision-making processes related to gender equality policies ensures a holistic approach. Men can contribute unique insights and help shape strategies that benefit everyone, paving the way for more effective and sustainable change.

d) Recognizing male champions: Celebrating and acknowledging men who champion gender equality initiatives helps to inspire and motivate others. By highlighting male allies and their contributions, society can shift perceptions and encourage more men to join the cause.

Male allies can effectively support women's representation and leadership by speaking up and demonstrating leadership in their areas of influence (big or small) on a daily basis – be a voice supporting women in workplaces. Inequities that women face have a direct and correlated consequences to men as well – not just women and other marginalized groups

Achieving gender equality and facilitating empowering processes requires the collective effort of both men and women. Male engagement plays a crucial role in creating an inclusive society where women have equal opportunities to thrive. By breaking down stereotypes, fostering supportive networks, encouraging balanced decision-making, and setting positive examples, men can contribute to a more equitable future.



1 in 5 WOMEN and 1 in 20 MEN experience sexual harassment in the workplace.

REGISTER NOW!

**And attend BCFW's 2-day Anti-Sexual Harassment
Policy Implementation Training.**

05th-06th September 2023, Port Moresby

Training plays a crucial role in preventing sexual harassment:

- Training helps raise awareness about what constitutes sexual harassment, its various forms and the impacts it has on individuals, teams and the organizations as a whole.
- Training establishes clear standards of behavior within the workplace and creates a respectful and inclusive work environment
- Training programs emphasize the importance of reporting incidents of sexual harassment promptly while at the same time ensuring confidentiality
- Sexual harassment prevention training reinforces the importance of respectful behavior



"SAFE spaces make GREAT workplaces"

EXCLUSIVE TO BCFW MEMBERS

To register, contact Olive on: oiatana@pngbcfw.org or call us on (+675) 74593108

Quarter 2 Highlights...

Certificate IV Leadership & Management Course Cohorts 21 conclude training

Certificate IV Leadership & Management Course Cohorts 21 completed the 6 month leadership program in June. Facilitated Online with Tafe Queensland, the 16 participants covered crucial topics from leading difficult questions, communication styles, developing work priorities, building to maintaining business relationships and building and applying emotional intelligence. "One of the most important things I learnt from the course is how to address difficult conversations. Many times supervisors and managers have difficulties calling out their subordinates whenever there is an issue at work. The module helped me understand how such difficult issues at work can be handled" said participant Denyse Ealedona.



Certificate IV Leadership & Management Course Cohort 22 commence training

Fourteen (14) emerging leaders from the private and public sectors commenced their Certificate IV Leadership & Management Course in April. Facilitated Online by Tafe Queensland, Cohort 22 is into its third month of training. For many of these women, the training is enriching the skills they already have and at the same time helping them develop new ideas and ways of demonstrating positive leadership in the workplace. "At the end of the course, I'd like to increase my knowledge on maintaining business relationships, be assertive in decision making, sharpen my emotional intelligence skills and be able to facilitate difficult conversations" said a participant.

Senior Executive Women's Program (SEWP) Cohort 6 complete training

The Senior Executive Women's Program (SEWP) Cohort 6 completed their 6 day leadership course in July. Aimed at increasing female participation in senior managerial roles, the 15 participants ended the training, feeling more confident in performing their roles and developed a better understanding in risk management, financial competency, governance and other areas essential for business operations. "The course met my expectations. The topics covered and the clarity provided by guest speakers who are experts in these topics enabled me to develop a deeper understanding of how businesses operate, how my performance impacts the operations of my employer and what I can do to improve my performance and advance in my career" said Evelyn Kavang of Westpac.



ACKNOWLEDGMENT!

BCFW extends its gratitude to its following member organizations for their support, by way of sponsoring initiatives conducted under our leadership programs. Your generous support is the reason why we were able to achieve the objectives of the programs. Thank you!



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 focus on what Survivor centered approach is, its significance and how it is applied.

Survivor centered approach

What is Survivor centered approach?

According to UNICEF and Women's Refugee Commission, a survivor-centered approach aims to put the rights of each survivor at the forefront of all actions and ensure that each survivor is treated with dignity and respect. By putting the survivor at the centre of the process, such an approach promotes their recovery, reduces the risk of further harm and reinforces their agency and self-determination. Practicing a survivor-centered approach means establishing a relationship with the survivor that promotes their emotional and physical safety, builds trust and helps them to restore some control over their life.

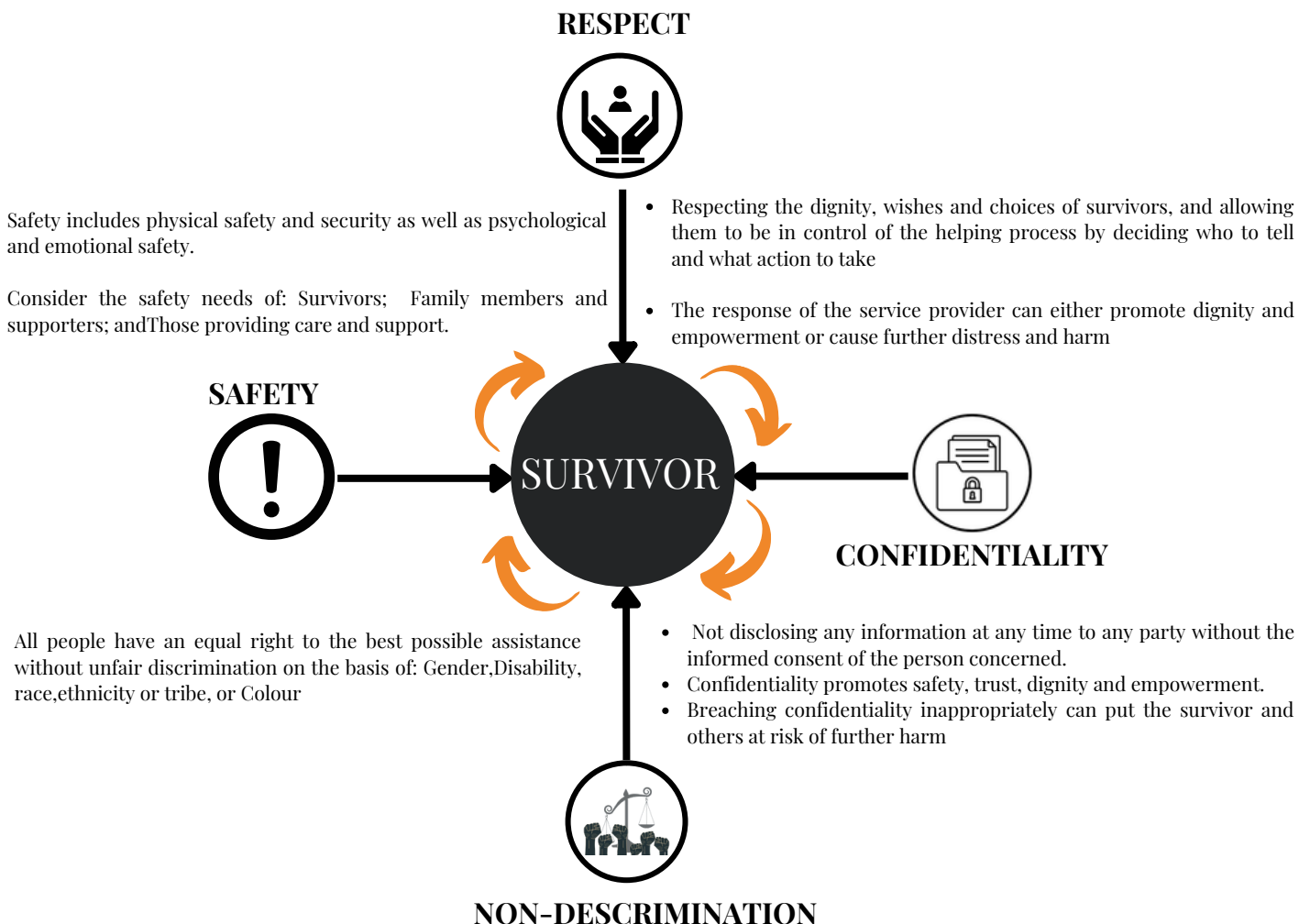
Why is survivor centered approach important?

Following an incident (a traumatic experience, such as sexual assault), a survivor-centered approach will give the survivor control over the decision-making process. This serves to provide space and time for the survivor to express their needs and for the organization to arrange for the relevant support.

How is it implemented?

A survivor-centred approach is applied through four principles:

1. **RESPECT**
2. **CONFIDENTIALITY**
3. **NON-DISCRIMINATION**
4. **SAFETY**



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 give you an insight of the GSS package.

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 the 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.

Our innovative gender smart safety program takes into account the fact that women often have different safety concerns than their male colleagues. And we have a range of tools and solutions available to strengthen the business efforts to improve women's safety in workplaces in PNG through:

- Providing Training (up to 12 staff) and support to equip staff with the skills to perform Women's Workplace Safety Audits across multiple worksites and create a baseline report on findings with recommendations to senior management for implementation.
- Advising on policy development
- Advocacy and education
- Evaluation of women's safety by supporting the newly established GSS task forces in businesses through its GSS community of practice
- Support to access the GSS website and resources
- Implementation and post training support for 1 year

Gender Smart Safety (GSS) Policy and Implementation Package:

Companies will receive the following:

- Management Briefing
- Model Policy
- 2 Day Gender Smart Safety training on audit tools
- Safety Audit on site
- Company Report with recommendations
- Be part of the Community Of Practice
- Access to the GSS Web Portal
- 30 minutes Post Management Briefing

ANNOUNCEMENT! OFFICE RELOCATION!

To all our valued members & partners,
The Business Coalition for Women (BCFW) will be operating from a new office location, effective, Monday August 7, 2023.

BCFW will now be located at Iaraguma House, Gordons (opposite the CHM Building, next to Fu Gui restaurant).

Our contact numbers remain the same!

BCFW MEMBERS

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

ABT Associates	Paradise Foods Company Limited
Air Niugini Ltd	Peopleconnexion
ANZ Bank	PHAMA Plus Program PNG
Bank of Papua New Guinea	PNG Chamber of Commerce & Industry
BSP Financial Group Limited	PNG Chamber of Mines & Petroleum
Barrick (Niugini) Limited	PNG Mining and Petroleum Hospitality Services
Black Swan PNG International	PNG Namba Wan Trophy Limited
Budget Rent a Car	PNG Ports Corporation Limited
Cardno Emerging Market (PNG) Ltd	PNG Stock Exchange (PNGX Markets Limited)
City Pharmacy Limited	PriceWaterhouseCoopers
Credit Corporation PNG	Professional Global Solutions Limited
Deloitte Touche Tomatsu	Professionals NCD Real Estate
Dentons PNG	Propest Control Limited
Digicel PNG Limited	R & A Marine Services Ltd
Exxon Mobil PNG	Research Triangle Institute (RTI) International
Fletcher Morobe Construction Ltd	Rhodes PNG
Fresh Foods Produce	Santos
G4S Secure Solutions Ltd	Simberi Gold Company Limited
Hastings Deering (PNG) Limited	SMEC PNG Limited
Hebou Construction Limited	South Pacific Brewery Limited
Johnstaff International Development	Solar Solutions
Kina Securities Limited	Steamships Trading Company Limited
KPMG	Swire Shipping
Kutmor Limited	TE (PNG) Ltd
Lae Biscuit Company Ltd	Tetra Tech International Development Pty Ltd
Lamana Development Limited	Tininga Limited
Leahy Lewin Lowing Sullivan Lawyers	Tohouwa (PNG) Ltd- Fairprice
Melanesian Trustee Services Ltd	Tok Stret Consulting
MiBank Limited	Total Energies EP PNG Limited
Moni Plus	Total Waste Management Group
Nambawan Super Limited	Verge Limited
National Gaming Control Board	Water PNG Limited
National Superannuation Fund Limited	Westpac Bank
New Britian Palm Oil Limited	WINGS Education
Northbuild Construction Limited	

Associate Members

Australian High Commission
Caritas Technical Secondary School-Kimbe
Civil Aviation Safety Authority (CASA)
International Education Agency
Leprosy Mission PNG
Mary Help of Christian Technical Institute
National Capital District Commission
PNG Auditor General's Office
Sonoma Adventist College
Transparency International PNG
University of Papua New Guinea
University of Technology



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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.

