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## **BCFW Achievements Highlighted at Third AGM**

The Business Coalition for Women (BCFW) held its third Annual General Meeting (AGM) at the BCFW Office at the World Bank Library Deloitte Tower in Port Moresby on 31 March 2016. It was well attended by 18 Member organisations and included representatives from the Australian High Commission and the International Finance Corporation.

The meeting, chaired by the Business Coalition Chair Lesieli Taviri welcomed the attendees and presented the BCFW 2015 Highlights. The AGM was the first since the Coalition established its In-house Secretariat in February 2015. Some of the milestones of 2015 were:

- Inaugural Executive Director and Administration Assistant hired in early 2015 following 1 year of IFC running the Secretariat;
- Resources for PNG businesses to address family and sexual violence (FSV) launched with a televised panel of CEOs and General Managers, hosted by EMTV news anchor and broadcast on EMTV news and TVWan (August 2015)
- Pilot training and implementation support for the BCFW model policy on FSV underway with NCS and Steamships, expected completion June 2016;

- Report and workplace tools on Safety for Women in Remote Worksites completed with pilot training and implementation support beginning in May with 3 member companies;
- Flagship BCFW Certificate IV Business Management and Leadership course developed, launched, and delivered, targeting high potential women in member companies;
- 13 workshops, seminars and events hosted by BCFW in 2015 with over 260 participants from the PNG business community.

The BCFW 2015 Highlights Presentation was then followed by presentations from Treasurer Lynn Walsh with the Finance Report, Executive Director Leonora Morgan on the BCFW Priorities and Objectives for 2016, Counsellor Gender and Sport Australian High Commission Susan Ferguson about the ongoing partnership of the Australian High Commission with BCFW, and Patron Lady Winifred Kamit who reflected on the profile of BCFW, and the history of women's leadership and gender equality in Papua New Guinea.

Both Ms Susan Ferguson and Lady Winifred Kamit conveyed the importance of the work of the Business Coalition in enhancing Gender Equality as a globally innovative initiative.

# Who Looks After Your Children While You Are At Work? Is There a Business Case for Employers to Help?

**Access to reliable childcare is critical for parents, particularly mothers, to succeed in their jobs.**

Problems with child care and caring for children who are ill is a major source of absenteeism.

Nonetheless, only one company surveyed by BCFW in early 2016 reported providing any form of child care assistance to staff. Why is that?

For one, there is a widespread belief in PNG that strong extended family networks mean there will always be someone to mind the children while parents work.

Yet informal interviews with a number of female staff from across BCFW businesses, and a recent discussion at the Coalition Board of Directors, indicates that access to reliable childcare is a challenge for many working women in PNG.

Stacey Sweet, who ran an educational child care center in Lae and is about to open one in Port Moresby, explains the importance of accessible child care for working women.

“Childcare allows women, the opportunity to jump start their careers or continue their current careers. Quality child care gives women peace of mind knowing that their child is developing in a nurturing environment.”

As more Papua New Guineans move to cities for work there is a growing number of parents unable to access safe, trusted and reliable care for pre-school age children or for older children after school.

They may be living away from traditional family support structures or where those family supports cannot be relied upon due to health or social issues.

In the absence of dependable childcare, workers – especially women - are more likely to take time off to care for a sick child or to stand in when family members are unavailable.

Furthermore, any parent who has concerns about the quality of care their children are receiving while they are at work, is almost certainly not able to concentrate and work to their fullest potential.

Both the time away from work and the reduced productivity at work are costly to business.

So, what can businesses do?

In some cases, directly providing child care facilities may pay off. BCFW's technical partner, the International Finance Corporation (IFC), has studied the matter globally and identified some examples of efficient employer-provided child care.

In a cut-flower business in Kenya for example, unplanned leave declined by 25 percent and productivity improved within one year of opening a childcare facility for workers. A garment manufacturer in Vietnam, Nalt Enterprises, found that staff turnover fell by one third after the company established a kindergarten for workers' children.

Building and running child care centers can be very expensive, however, and is not the core business of most firms.

There are many options for supporting working parents short of directly providing care facilities: paid parental leave; predictable shift patterns; improving access to child care through subsidies or public-private partnerships for child care; employee and community health initiatives that reduce illness; and other creative initiatives to make it easier for families to combine work and care responsibilities.

Such investments can have positive impacts on employee turnover and absenteeism, which can represent potentially big cost savings for employers with respect to low- and high-skilled workers alike.

The BCFW Working Group on Gender-Smart Policies and Practices is working to better understand the demand for childcare services among BCFW member companies and to explore what types of care options might make sense for businesses in PNG.

If this work is of interest to your business we would like to hear from you. Please contact us at [secretariat@bcfw.org.pg](mailto:secretariat@bcfw.org.pg).

# Breaking Stereotypes

**Tersesa Katu**  
**Civil Engineer**  
**PNG Power Limited**



## Tackling Strategic Issues Facing BCFW

**Port Moresby, February 2016**

**Tackling Strategic Issues Facing BCFW, was one of the topics covered in the Strategic Planning Board Retreat held mid-February.**

The aim of the Retreat was to review BCFW's Strategy and Activities since inception and to define the BCFW future strategy and priorities.

It was attended by Chair Lesieli Taviri (Origin Energy Limited), Treasurer Lynn Walsh (Port Moresby Chamber of Commerce and Industry), Board Members; Gima Kepi (Nationwide Microbank), John Gethin-Jones (NCS Holdings Limited), Neil Papenfus (Steamships Trading Company Limited / Pacific Towing (PNG) Limited as well as Amy Luinstra from the International Finance Corporation who presented the 2016 Member Survey Results.

The Retreat, facilitated by Allan Bird, who is an entrepreneur with more than 25 years of experience in project management, mining, infrastructure and building construction and agricultural business development and has worked as a Strategic Management Advisor in various organisations, opened the dialogue around the strategic direction of BCFW in the 3 hour session with one of the outcomes for a full day Retreat to be held the second half of 2016.

### **What gets you up every morning?**

*"My family and my job. I have 4 kids aged between 17 and 8 years old. Whether it be a school/work day or the weekend, my kids keep my hands full. On the other hand, my job is demanding and challenging and everyday there is always a new task that needs a solution to."*

### **Your aspirations for your career progression?**

*"I aspire to become a well -rounded professional in my field. I want to be a manager one day and be able to use my management skills to delivering multi-disciplined projects whilst managing a team of diverse professionals and experiences."*

### **Opportunities you see being a woman in your industry/ profession?**

*"As a woman and a civil engineer, I have been blessed to work in an organisation like PNG Power. When I started here I worked within the Operations & Maintenance Business Unit. I had the opportunity to travel to all provinces to inspect and maintain major hydro structures at hydro power stations and thermal power stations. Now I work in a project that will construct 2 new hydropower stations in Buka and Popondetta. I have had opportunities to travel abroad for workshops and I get along with my colleagues, who are mostly men and come from all disciplines of work. I see myself progressing well here. Before PNG Power, I worked for other organisations and have always been treated equally as my male counterparts so I never really had any issue with my male colleagues."*

### **Advice to women aspiring to progress through the leadership ranks in their organisations?**

*"Be patient, be strong, hold your principles and never compromise yourself in any given work circumstance. Take criticism and failures and treat them as challenges to make you grow professionally and individually as a woman. Always have time for your husband/partner and kids and family. There is more to life than your work. Once you learn to juggle your personal life with your work life, you can conquer just about anything."*

### **How you manage work and home?**

*"I manage a balance between work and home because I have a loving partner and a great family who pitch in to take care of the kids when I am at work or out on duty travel to project sites. My kids are used to my job demands and have matured in the way they live when I am not around. I wouldn't say my journey was an easy one, I have had my share of challenges and trials, but with God, family and love, I always am able to overcome them."*

### **What do you think are some advantages of PNG Power Joining the Business Coalition for Women?**

*"Some advantages include the promotion of gender equality which is good for business and the commitment to tackle inequality, stopping gender based violence and enabling PNG Power to benefit more from female participation"*



# Australia's Ambassador for Women and Girls Meets with the Business Coalition Board

Port Moresby, 09 February 2016

The BCFW Board attended a Roundtable Meeting with Australia's Ambassador for Women and Girls in early February this year. The meeting was organised by the Australian High Commission in Port Moresby and the BCFW Secretariat. It was an opportunity to discuss current women's issues and gender equality in Papua New Guinea and, in particular, the success and challenges faced by BCFW.

The meeting, facilitated by Ms Susan Ferguson, Counsellor Gender and Sport, Australian High Commission, Port Moresby;

which also included the International Finance Corporation Resident Representative Mr Gavin Murray, was opened with welcome remarks by Deputy High Commissioner, Ms. Bronte Moules, followed by Ms Lesieli Taviri, Chair of the Business Coalition for Women with an overview of the Coalition's work, after which the meeting attendees received an insight from Ms. Natasha Stott Despoja, Ambassador for Women and Girls on her work globally and engagement with Papua New Guinea.

The meeting concluded following a positive General Roundtable Discussion.



## BCFW Chair Joins Australian Ambassador for Women and Girls to Announce Research Report and Toolkit on the Cost to Business of GBV in PNG



Above: L-R Australian Ambassador for Women and Girls, Natasha Stott Despoja and BCFW Chair and Chief Executive Officer Origin Energy PNG Limited, Lesieli Taviri.

BCFW Chair Ms Lesieli Taviri joined the Australian Ambassador for Women and Girls Ms Natasha Stott-Despoja at a Media Conference in early February this year where Ms Stott Despoja announced the Overseas

Development Institute (ODI) Research Report and Toolkit on Gender Violence in Papua New Guinea and the Cost to Business.

The Research was conducted with 3 BCFW member organisations and included engagement of a number of partners; the Papua New Guinea Family and Sexual Violence Action Committee (PNGFSVAC), the BCFW Addressing Violence Working Group, the Australian Department of Foreign Affairs and Trade, and the International Finance Corporation (IFC).

Headline ODI Report Findings: *"The cost of staff time lost due to GBV is high. For one of the firms covered, it is estimated to total 300,000 kina; for another, almost 3 million kina, representing 2% and 9% respectively of those companies' total salary bills."*

For full details of the ODI Report and Toolkit go to [www.odi.org.uk](http://www.odi.org.uk).

# EMPOWERING WOMEN PAGE

## PNG Ports Corporation Appoints First Female Port Manager

**It is evident with PNG Ports Corporation Limited (PNGPCL) that women are now taking a step further in their careers to secure roles that were once dominated by men.**

Appointed as the first female Port Manager last year, Hane Kila is responsible for managing all declared ports in Papua New Guinea.

PNGPCL appointed Ms. Kila on the 4th of November 2015 following her confirmation as the Chief Maritime Compliance Officer in October 2016.

Ms. Kila was not new to PNGPCL having been engaged by the Company as the Manager Legal & Compliance.



*Above: Hane Kila, First Female Port Manager, PNG Ports Corporation Limited.*

"In respect of Ms Kila's wealth of experience in the legal background as a professional lawyer and having recently graduated with a Master's program in Maritime, I am confident that Ms. Kila will add value to the Maritime & Compliance Division and PNGPCL," Chief Executive Officer of PNGPCL, Mr. Stanley Alphonse said.

In carrying out the responsibilities and duties of Port Manager, the Chief Maritime Compliance Officer is required to consult with the National

Maritime Safety Authority and other facility operators beyond requirements of the Ports (Management & Safety) Regulations 2010, where there are issues of a regulatory nature that can have an advanced impact on any of the port facility operators and port users in general.

*Story obtained with permission from PNG Ports Corporation Limited.*



*"Holding back women holds back everyone in PNG. Together the Business Coalition for women has a sound collective voice, to shape policy and public debates and drive change in and through the private sector which is where most people are employed"*

*Lady Winifred Kamit BCFW Patron*

## BUSINESS COALITION FOR WOMEN Empowerment of Women is Smart Business

### WHAT THE COALITION REPRESENTS

#### ► Promoting Women in Leadership

Providing members with the tools for creating a supportive environment for women to take on leadership roles, such as mentoring programs.

#### ► Expand Opportunities for Women Owned Businesses in Supply Chains

Adding value to Coalition members through upgrading of women owned businesses in their supplier and distribution networks

#### ► Developing Gender Smart Policies and Practices

Producing good practice guidelines and model HR Policies related to flexible work hours, safe transportation, non-discrimination and other gender smart policies

#### ► Addressing Violence

Promoting workplaces that are free of violence and supportive of female employees impacted by family and sexual violence.

### JOIN THE COALITION

**REGISTER YOUR ORGANIZATION OR  
BUSINESS TODAY AND BECOME A  
MEMBER**

### CONTACT

#### THE BUSINESS COALITION FOR WOMEN

Phone: + 675 321 7111

email : [secretariat@bcfw.org.pg](mailto:secretariat@bcfw.org.pg)

web : [www.bcfw.org.pg](http://www.bcfw.org.pg)



# BCFW Moderates Panel Discussion at the 2016 PNG Women's Forum: "Doing Business with Big Business"

The 2016 PNG Women's Forum, co-hosted by the U.S. Embassy Papua New Guinea, the Department for Religion, Youth & Community Development and PNG Tribal Foundation was held in Port Moresby, 01-03 March.

The Theme of the Forum was, *Women Empowering Women: Her Success is Your Success* and included a panel discussion to promote women-owned businesses in supply and distribution networks.

The panel discussion on 03 March 2016, organised by the International Finance Corporation, formed part of a series of awareness raising activities being conducted by BCFW to encourage businesses to think about the benefits of supplier diversity and of engaging women-owned businesses in supply and distribution networks. The objective of the panel was to discuss the business case for engaging women-owned businesses in supply and distribution networks.

The discussion aimed to cover the following issues:

- (a) To raise awareness about the benefits to lead firms of supplier diversity and engaging women-owned businesses.
- (b) An opportunity for lead firms share insights for women-owned and other small businesses on key attributes lead firms are looking for in their contracting partners.
- (c) To discuss innovations in financing for PNG companies operating in supply chains.
- (d) To learn from experiences in PNG and elsewhere of how smaller businesses can secure contracts with lead firms and grow to become major suppliers over time.



Left: Lady Winifred Kamit, BCFW Patron and Senior Partner Gadens Lawyers and at the 2016 PNG Women's Forum.

## Panelists

1. Tony Westaway, Managing Director, Nationwide Microbank Limited;
2. Sisa Kini, Community Development Manager, ExxonMobil PNG Limited;
3. Angela D'Amato, US Attorney (now living in PNG) and former Deputy General Counsel at Comcast Corporation (Comcast Corporation also owns NBC Universal and Universal Studios).

## Moderator

Leonora Morgan, Executive Director, PNG Business Coalition for Women Inc.

U.S. Ambassador to Papua New Guinea, Solomon Islands & Vanuatu, Catherine Ebert-Gray, officially acknowledged the contribution of BCFW to the Forum:



Above: U.S. Ambassador to Papua New Guinea, Solomon Islands & Vanuatu, Catherine Ebert-Gray at the 2016 PNG Women's Forum.

*"On behalf of the government of the United States of America, I would like to thank you for serving as a moderator at the 2016 PNG Women's Forum. Co-hosted by the Ministry for Community Development, Religion and Youth, the Embassy of the United States of America and the Papua New Guinea Tribal Foundation, the Forum brought together donors, the PNG government, NGOs, and the private sector to raise the profile of women's economic empowerment in Papua New Guinea through meaningful action-oriented dialogue. Your expertise and outstanding facilitation skills were essential to the success of the Forum.... Thank you again for your important contribution to advancing gender diversity in Papua New Guinea."*

# World Bank Invites BCFW to Present at the Technical Working Group on Women's Economic Empowerment

**Building and enhancing the Business Coalition for Women (BCFW) strategic relationships over the last year has been key to setting the foundations for the longer term role of BCFW and advocacy to imbed Gender Equality in the culture of the operations of the private sector in Papua New Guinea as an avenue to drive business growth through positive change for Women in Papua New Guinea.**

In this endeavor, BCFW Executive Director, Leonora Morgan presented BCFW's Background, Operational Framework and 2016 Program Activities to the Technical Working Group on Women's Economic Empowerment (TWG-♀EE) on 07 March 2016. The Guest Speaker invitation was received from World Bank Country Manager Papua New Guinea Steffi Stallmeister, who is the Chair of the TWG-♀EE.

The presentation was made at the TWG-♀EE's first meeting for 2016 and the audience included senior members of Papua New Guinea Government Agencies; Community Development, National Planning; the Development Partners; British High Commission, European Union, United Nations Development Programme, and; Civil Society Organisations; National Research Institute and the Justice Services and Stability for Development. The outcome of the meeting was the potential for BCFW to participate in future forums that advocate and shape policy making for Women's Economic Empowerment.

## TWG-♀EE

### Background:

The Government of PNG-Development Partner Forum on Gender and its technical working groups support the coordination of gender activities between development partners, Papua New Guinean government agencies, and key private sector and civil society organisations. The Gender Forum was created in 2009 to be fully consistent with the Paris Declaration on Aid Effectiveness and the Accra Agenda for Action, and as an element of the operationalization of the PNG 'localised' aid effectiveness commitments enshrined in the 2008 Kavieng Declaration.

The Technical Working Group on Women's Economic Empowerment (TWG-♀EE) was created in late 2009 to focus on issues in the general sphere of economic activity and income generation.

### Purpose:

To provide a mechanism to share information and coordinate activities, analysis, and programs that help identify and develop the factors that support and enable women's active and equitable participation in economic life in PNG, and to provide inputs, advice, and recommendations on related matters to the parent Gender Forum.

## Gender Smart HR Policies and Practices Working Group Holds Participatory Workshop

**Port Moresby, January 2016:**

**The Gender Smart HR Policies and Practices Working Group held a Participatory Workshop late January to review and revise the draft training curriculum for HR managers on the Model Anti-Sexual Harassment Workplace Policy.**

The Workshop included representatives from BCFW Members; iPi Group, NCS Holdings Limited, Oil Search Limited, Steamships Trading Company Limited as well as representatives from Papua New Guinea Human Resources Institute (PNGHRI) and the International Finance Corporation (IFC). The Training which targets HR Practitioners, is anticipated to be finalised, launched, and rolled out by end of Quarter 2 this year. An Awareness Campaign is planned for end May / early June 2016.

## BCFW Offers Second Roll Out for Flagship Leadership Course



Above: BCFW Cert IV Leadership and Management Block 2 Training Session (February 2016). Participants, WINGS Education Trainers and BCFW Secretariat with Special Guests from the International Finance Corporation.

Above: Photographs from Expo of Rollout 2 of the BCFW Flagship Cert IV Course in Leadership and Management (March 2016).

With its role to promote women in leadership roles in the PNG business sector, the Business Coalition for Women (BCFW) in collaboration with WINGS Education PNG is proud to announce the second offering of the successful Certificate IV in Leadership and Management Course (BSB42015).

In a recent Expo of the Course, WINGS Facilitator Rachael Konaka said that the course is very unique, as it brings out the leadership values in each individual and builds self-confidence.

Participant of the first course roll out and Group Human Resource Manager for National Catering Services (NCS), Violet Aopi said that the course helped her become more assertive and confident in her work as a manager.

“The course equips you with tools that make you more self-aware of your behaviour and how you can apply yourself in various situations. It makes you view things in a different perspective that nurtures innovation both in the workplace and at home,” she said.

Director of WINGS Education and Facilitator of the Cert IV Leadership Course, Karen Mitchel echoed similar sentiments.

“What the WINGS Team and I love about facilitating the Certificate IV Course in Leadership and Management is that it offers the possibility of a recognised qualification to our women. The course doesn't discriminate because of past

obstacles that may have limited educational qualifications. The course is a wonderful balance between theory and workplace application and a participatory approach to positive behaviour change,” she said.

She also added that the women have grown and developed more confidence and have the courage to think and act differently.

“What is really noticeable is that they solve problems differently,” she said.

The second offering of the Course which was designed with PNG businesses to develop leadership and management skills of high potential women in their workforce, and targets emerging female talent serving in or preparing for their first management roles **begins 23 May 2016 with registrations due 25 April 2016.**

**Businesses interested in registering their high potential female staff for this exciting opportunity to enhance gender diversity and add value to your business can contact the BCFW Office:**

**Email:** [secretariat@bcfw.org.pg](mailto:secretariat@bcfw.org.pg) **or Telephone:** +675 321 7111

### Next 3 Leadership Course Rollout Dates:

- 15 August 2016
- 21 November 2016
- 06 March 2017



## Participatory Workshop on Mentoring and Networking Skills Program Brings Together Business Coalition Members

Port Moresby, January 2016

**A Participatory Workshop on the Review of a Mentoring and Networking Skills Program being developed by the Business Coalition with the Technical Assistance of the International Finance Corporation (IFC) was held on 28 January 2016.**

The Workshop provided an opportunity for BCFW Members to discuss the outline of the training program and agree on the proposed curriculum:

- The aim was to ensure our Mentoring & Networking Skills Training Course being designed for BCFW members, is tailored to the specific needs of PNG businesses.
- The Workshop also included Working Group Members, BCFW Secretariat, the Training Partner developing the Training Program, and the Technical Advisors from the International Finance Corporation (IFC)

The Event brought together Business Coalition (BCFW) Member Organisations from diverse industries, locations and sizes.

The Members that attended were; Bank South Pacific Limited, CPL Group, Digicel PNG Limited, Leisure Holidays & Travel, Nationwide Microbank Limited, NCS Holdings Limited, Nestle (PNG) Limited, and Steamships Trading Company Limited. The session also included attendees joining who are based in other centres, one in Singapore and another from Lae. The diversity of the group ensured dynamic consultative discussions and outcomes.

The Program is currently being finalised and is planned to be rolled out mid 2016.

For more information contact BCFW on  
Email: [secretariat@bcfw.org.pg](mailto:secretariat@bcfw.org.pg) or  
Telephone: +675 321 7111



## Gender-Smart Safety for Remote Worksites Pilot Project Planned to Begin in May 2016

**A select number of BCFW member organisations are being invited to participate in a pilot project. This project will help BCFW member organisations develop robust and sustainable gender-smart safety management and practices.**

It is one of the key recommendations from the BCFW's recent study into safety for women working in remote locations in PNG. Participating companies will benefit from skills for employees in how to use gender-smart safety tools, and significant improvements in safety for women working in all areas of their business.

This pilot project will result in the development of gender-smart safety tools ready to be used by member organisations of the BCFW.

Participating organisation employees will have access to advice and feedback from the trainer throughout the duration of the pilot project. The deliverables will be developed with direct input from the participating organisation employees, drawing on their knowledge of safety issues on your worksites. These tools will also be tested out on the participating organisation's worksite, so they are directly relevant to the safety of women who work there.

Currently the training is scheduled to take place on the following dates:

- First 3 day training workshop, May 23-25, Port Moresby;
- Onsite training at Company locations, between June 1 – June 9;
- Final 3 day training workshop, June 20 – 22, Port Moresby.

**Companies interested in participating in this important Pilot contact BCFW on Email: [secretariat@bcfw.org.pg](mailto:secretariat@bcfw.org.pg) or call +675 321 7111**

# Papua New Guinea Business Coalition for Women is Proud to Have the Following Member Organisations

Air Energi Pacifica Limited	Kalang Advertising / FM 100	Royal Papua Yacht Club Inc.
Air Niugini Limited	Kina Group	Rural Industries Council PNG
Anitua Limited	Leisure Holidays and Travel	South Pacific Brewery Limited
ANZ Banking Group PNG Limited	Manufacturers Council PNG	South Pacific Post (Post Courier)
Applus Velosi (Wokman Limited)	Nambawan Super Limited	Steamships Trading Limited
Australia PNG Business Council	Nationwide MicroBank Limited	Steel Industries Limited
Bank South Pacific Limited	NCS Holdings Limited	
Cardno PNG Limited	New Britain Palm Oil Limited	
CPL Group	Nestle (PNG) Limited	
Credit Corporation PNG Limited	Oil Search Limited	
Eda Ranu	Ok Tedi Mining Limited	
Deloitte Touche Tohmatsu	Origin Energy Limited	
Digicel PNG Limited	Palladium PNG Limited	
ExxonMobil PNG Limited	Paradise Foods	
Gadens Lawyers	PNG Chamber of Commerce and Industry	
Global Constructions Limited	PNG Chamber of Mines and Petroleum	
HLB Niugini	PNG FM	
Institute of Banking and Business Management	PNG Ports Corporation	
IPI Group of Companies	PNG Power Limited	
	Port Moresby Chamber of Commerce & Industry	
		Westpac Bank PNG Limited
		WINGS Education Limited

## Support the BCFW

Papua New Guinea Business Coalition For Women is an initiative of the Pacific Partnership, through which Australia, New Zealand and IFC are working together to stimulate private sector investment and reduce poverty in the Pacific.

***Become a member today by filling in the attached membership application form.***

**Get in touch today on +675 321 7111 or at [secretariat@bcfw.org.pg](mailto:secretariat@bcfw.org.pg)**

## Upcoming Events

### April 2016

- 18-22 Leadership Course Rollout#1: Block 3 Training
- 25 Course Registrations Due for Leadership Course Rollout #2
- 25 ABAC Meeting

### May 2016

- 15-17 Australia PNG Business Council Forum
- 17-19 Pacific Women Shaping Pacific Development M&E Workshop
- 23-28 Leadership Course Rollout #2: Block 1 Training
- Late May Gender Smart HR Policies Training*

### June 2016

- 13 Queen's Birthday Public Holiday
- 23 Board Meeting
- Mid Year Engaging Women in Supply Chains Workshop*



# Application Form for BCFW Membership

To apply you must be a registered business entity established and operating according to the laws of PNG or a registered body corporate representing the interests of the private sector.

\*Name of Company: \_\_\_\_\_

\*Mailing Address: \_\_\_\_\_  
\_\_\_\_\_

\*Industry: \_\_\_\_\_

\*Total Number of employees: \_\_\_\_\_

\*Number of Women Employees: \_\_\_\_\_

**Nominated Representative:**

Title: Mr Mrs Miss Ms

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Mobile of contact: \_\_\_\_\_

Office phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Website address: \_\_\_\_\_

## 1. Do you have the following policies or practices in place?

- ☐ Non-discrimination in hiring/promotion policy
- ☐ Family and Sexual Violence policy
- ☐ Training program for high potential women
- ☐ Mentoring Program
- ☐ Flexible working hours
- ☐ Transportation assistance
- ☐ School fee loans or assistance
- ☐ Scholarships for education completion and/or higher education
- ☐ Child care assistance
- ☐ Any other policy or program targeting or benefiting women employees (please list)  
\_\_\_\_\_

## 2. Women in leadership positions:

- Number of women on your board of directors: \_\_\_\_\_ women out of \_\_\_\_\_ total board members.
- Women CEO: ☐ Yes ☐ No
- Number of women in top management positions (report directly to CEO): \_\_\_\_\_ out of total top managers: \_\_\_\_\_.
- Number of women in upper management (report to top management): \_\_\_\_\_ women out of \_\_\_\_\_ total staff in upper management.

## Working Groups

If you would like to be involved in any of the BCFW working groups, please include the name and contact details of the nominated staff member:

## (a) Gender Smart Policies and Practices

Name: \_\_\_\_\_

Email: \_\_\_\_\_

## (b) Promoting Women in Leadership

Name: \_\_\_\_\_

Email: \_\_\_\_\_

## (c) Expanding opportunities in BCFW's supply and distribution networks

Name: \_\_\_\_\_

Email: \_\_\_\_\_

## (d) Addressing Violence

Name: \_\_\_\_\_

Email: \_\_\_\_\_

(If nominated staff is unknown at this time, please select the working groups that are of interest and the BCFW secretariat will contact you for nominations).

If you are unable to complete this form in full, please complete all questions marked with \* and provide the contact details of the person we can contact to complete this information.

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

## Annual Membership Dues:

### Company Size:

Small (under 50 employees) K500 + GST

Medium (51-500 employees): K1,000 + GST

Large (over 500 employees): K1,500 + GST

Group (two or more companies): K2,500+GST

## Declaration

On behalf of \_\_\_\_\_ I hereby wish to  
Insert company name

apply for membership of the Papua New Guinea Business Coalition for Women.

If accepted as a member of the Papua New Guinea Business Coalition for Women, I hereby agree and accept that my membership is conditional upon compliance with the Rules of Association.

## Signature of Nominated Representative

\_\_\_\_\_

## Name and Title

\_\_\_\_\_

\_\_\_\_\_

Date \_\_\_\_\_