

# Business Coalition for Women Newsletter



## **Empowering Equality: Maternity Policies that Drive Gender Equality, Attract Talent & Retention**

Gender equality in the workplace has long been a topic of discussion and debate. One crucial aspect of achieving gender equality is the implementation of maternity policies that not only support expectant and new mothers but also contribute to talent attraction and retention within organizations.

The PNG Employment Act 1978, currently does not provide for paid maternity leave, instead it only provides for time taken off which is the minimum requirement. However, that is about to be changed, if the review on the country's Employment Act undertaken by the Constitutional Law Reform Commission (CLRC) to amend the Act is successful.

While recommendations are still been compiled following the nationwide consultations, BCFW recommends that it is crucial to consider paid maternity leave.

# Chairperson's Message

Dear valued members,

As the Chairperson of our Secretariat, I am pleased to share some important insights on key matters that impact us as responsible business leaders. Our commitment to creating a thriving, inclusive, and equitable work environment remains at the forefront of our mission.

In recent years, there has been a growing awareness of the importance of gender equality and diversity in the workplace. It is our responsibility as business leaders to ensure that our organizations not only comply with the law but also create inclusive and supportive environments that promote the well-being and professional growth of all our employees.

Workplace policies such as maternity policies play a significant role in this effort. They are not just a legal requirement but a reflection of our commitment to creating a workplace that respects and supports the rights of women during one of the most critical phases of their lives. By reviewing and improving these policies, we demonstrate our dedication to fostering a workplace that values equality, diversity, and family-friendly practices.

Effective implementation of relevant employment acts is crucial, as it ensures that we not only meet the minimum legal standards but go above and beyond to create a work environment where our employees can thrive. By adhering to employment acts, we not only protect the rights of our employees but also minimize the risks associated with legal disputes and fines.

Furthermore, implementing these acts and improving our maternity policies can yield several benefits for our businesses:

**Enhanced Reputation:** Companies that are known for their commitment to employee well-being and diversity tend to attract and retain top talent. A positive reputation can be a valuable asset in today's competitive job market.

**Increased Productivity:** Employees who feel supported during pregnancy and parenthood are more likely to be productive and engaged in their work. A supportive work environment reduces stress and enhances overall job satisfaction.

**Cost Savings:** By providing adequate maternity support, we can reduce the costs associated with employee turnover, training, and recruitment. It's more cost-effective to retain and develop existing talent.

**Legal Compliance:** Avoiding legal issues and fines is essential for the long-term stability of our organizations. Implementing employment acts ensures that we stay on the right side of the law.

**Competitive Advantage:** Companies that lead in creating inclusive and diverse workplaces have a competitive edge in the market. This can open doors to new business opportunities and partnerships.

As we move forward, I urge each one of you to take a closer look at your organization's maternity policies and ensure that they are not just compliant but are designed to foster a supportive and inclusive workplace. We must also educate our employees about their rights and how to access the benefits they are entitled to under the law.

Our commitment to implementing relevant workplace policies such as maternity policies is not just a legal obligation but a moral and business imperative. It reflects our dedication to creating workplaces where all employees, regardless of gender or family status, can thrive and contribute to the success of our organizations. Let us lead the way in promoting gender equality, diversity, and a culture of support in the business community. Thank you for your attention, and let's work together to make a positive change.

Lesieli Taviri  
Chairperson  
BCFW



# Executive Director's Message



Dear Members and Supporters of the Business Coalition for Women,

I am thrilled to have the opportunity to connect with you through our newsletter once again. As the Executive Director of this remarkable organization, I continue to be inspired by the passion and dedication of our members who share a common goal - the empowerment and advancement of women in the world of business.

Our initiatives have been instrumental in equipping PNG businesses with the tools, resources, and networks you need to drive safe workplaces, gender equal and gender diverse workforces within your respective organizations, sectors, industries. Through our addressing violence program and policies, leadership training, and advocacy efforts, we have made gradual strides in breaking down the barriers that have historically hindered women's progress.

As we look ahead to quarter four (4), I would like to share with you what we achieved in quarter 3 and highlight a few key areas of focus before the year ends. It's been an incredibly productive period for our organization, and I'm truly proud of what we have accomplished together.

In quarter 3, we witnessed 42 women complete the Certificate IV Leadership & Management Course and Senior Executive Women's Programs. Women completing leadership courses are emerging as empowered, confident, and highly skilled leaders. These courses provide them with a platform to develop essential leadership competencies, from effective communication and strategic thinking to decision-making and team management. As graduates, these women are better equipped to break through glass ceilings, inspire their teams, and contribute to positive change in their organizations. They stand as role models, exemplifying the immense potential of women in leadership roles.

Our trainings and education sessions under our "Addressing Violence" strategic pillar have been instrumental in fostering a culture of respect, empathy, and support. They have empowered employers and employees alike, to become proactive agents of change in the fight against violence, creating workplaces that are safe and conducive. We reached over 300 employees over 10 companies through our FREE 1-Hour Education Sessions. We've achieved significant progress in building awareness, knowledge, and skills in addressing and preventing family & sexual violence. Participants of these programs have become passionate advocates, driving conversations that challenge stereotypes and support survivors. Overtime, we hope that these employees we train will influence policy changes.

The Lae Seif Komuniti Program is a work in progress. So far we have conducted two Anti-Sexual Harassment (ASH) trainings with bus crew. The program is a comprehensive initiative designed to address various aspects of public and safe transport systems, including crime prevention, public awareness, community engagement, and technological innovations. We launch the program in Lae at the end of this month and remain committed to our mission and look forward to building on these successes in the coming months.

Research and the continuous development of workplace policies and tools are crucial. In a rapidly evolving world, staying up-to-date with the latest trends and best practices is essential to remain competitive and responsive to changing market dynamics. To adequately support our members adapt to change and influence policy formation and address gaps in gender diversity, BCFW is assisting the Private Sector Development Initiative (PSDI) to continue their research after two years to see what changes are occurring in PNG in the formal sector. This follow-up research comes after the initial study that was published and launched in 2021 "Leadership Matters: Benchmarking Women in Business Leadership in the Pacific. This upcoming report aims to provide valuable recommendations for fostering greater gender equality in business leadership within the region. The BCFW research team is currently conducting Key Informant Interviews.

Before wrapping up my commentary for this edition, I'd like to share upcoming dates and events that are important and hope that you can add them to your calendar to observe. As part of the 20 Days of Human Rights Activism, BCFW will host our annual Family & Sexual Violence Forum in Port Moresby.

November 15-Dec 10- 20 Days of activism

November 25- Eliminating Violence Against Women (EVAW) Day

The Business Coalition for Women has always been a force for positive change. We will remain committed to advocating for policies and initiatives that promote gender equality in the workplace. Joining our voices with the rest of the private sector, we will continue to push for fair pay, family-friendly policies, and other measures that create a level playing field. Our focus on championing diversity and inclusion as a fundamental driver of success remains. Diversity fosters creativity and innovation, and we encourage businesses to create inclusive environments where all voices are heard and valued.

As we head into the final quarter of the year, let us remember that it is our collective commitment and dedication that will drive our success. I encourage each one of you to remain engaged. Together, we can create a future where women are not just surviving in the business world but are truly thriving, leading, and shaping it.

Thank you for your continued support and commitment to our mission.

With warm regards,  
Evonne Kennedy  
Executive Director  
BCFW



# 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



“The laws should be changed to allow for paid maternity leave to come into effect. The review is timely and well overdue, at least that’s what we are hearing from stakeholders, CLRC Secretary Dr Mange Matui said. He added that it was pleasing to note from the consultations that some private sector companies have gone beyond the minimum requirement by paying 12 weeks maternity leave.

BSP Financial Group is exemplary of this, where its permanent female employees are entitled to 12 weeks maternity leave with full pay. On resumption of duties after maternity leave, a female employee is granted time for breast feeding, with pay, on each working day, for a period not exceeding one hour in addition to normal lunch break, after 8am or before 5pm until the child turns six (6) months old.

Other businesses such as Credit Corporation offer medical cover which is inclusive of maternity costs. This means an employee only pays 10% of the total expense. In addition, its People & Culture team supports an employee during maternity leave by liaising with the designated hospitals if and when the need arises.

### **Significance of reviewing Employment Acts- Maternity leave policies**

Regular reviews of employment acts are essential to adapt to changing circumstances, protect workers' rights, promote fairness, enhance economic competitiveness, and ensure that the legal framework remains effective in addressing the needs of the workforce and society as a whole.

One company says they have a regular review cycle which is where they intend to focus on childcare clauses such as the inclusion of breastfeeding hours.

Reviewing and updating maternity leave policies is crucial for fostering a supportive, equitable, and family-friendly work environment. It benefits both employees and employers by promoting well-being, gender equality, and overall workplace satisfaction.

### **The Importance of Maternity Policies**

Maternity policies are a cornerstone of gender equality efforts in the workplace. They ensure that women are not disadvantaged due to pregnancy or motherhood, allowing them to continue their careers with confidence. An effective maternity policy also promotes work-life balance, benefiting not only mothers but all employees, and sets a precedent for a family-friendly workplace culture.

“Here at Credit Corporation, job security is not an issue. When an employee goes on maternity leave, there is always another employee that steps in for the role until the employee resume work” Head of People & Culture Loka Niumatairua said.

### **The Impact on Gender Equality**

Maternity policies challenge traditional gender roles by normalizing men's involvement in caregiving and parenting responsibilities. Having the right kind of maternity policy challenges stereotypes and contributes to a more equitable society. Maternity policies foster a diverse and inclusive workplace where women are empowered to pursue leadership roles without fear of career setbacks due to motherhood. By providing maternity leave and support, companies enable women to return to work with the same opportunities for career advancement as their male counterparts.

### **Attracting Talent**

Companies with progressive maternity policies gain a competitive advantage in attracting top talent. Prospective employees are more likely to choose organizations that prioritize work-life balance and gender equality.

### **Employer of choice**

A reputation for supportive maternity policies enhances employer branding, making a company more appealing to work for. This can lead to increased applications and improved candidate quality. Maternity policies that support employees during pregnancy and early motherhood also reduce turnover rates. Lower turnover translates into cost savings associated with recruitment and training.

### **Retaining Talent & Knowledge**

Employees who feel supported during pregnancy and maternity leave are more likely to be engaged and committed to their roles, leading to higher retention rates and employee loyalty. Employees are more likely to remain with a company that has supported them during a significant life event. Retaining experienced employees is crucial for knowledge retention within an organization. Effective maternity policies ensure that valuable knowledge and expertise are not lost during maternity leave.

The review of maternity policies reveals their profound significance in driving gender equality, attracting talent, and promoting retention within organizations. Maternity policies go far beyond a mere legal obligation; they are a testament to a company's commitment to its employees and its dedication to fostering a diverse, inclusive, and equitable workplace.

As we move forward, it is crucial for organizations to adopt and adapt maternity policies that not only meet legal requirements but also reflect the evolving needs and expectations of a diverse workforce. In this journey toward gender equality and talent attraction and retention, companies have the power to shape a brighter and more inclusive future. The implementation and continuous improvement of maternity policies are not just about meeting the law's demands; they are about embracing an opportunity to redefine the workplace and set new standards of equity, support, and success. By prioritizing these policies, we demonstrate our commitment to a world where all individuals, regardless of gender or family status, can thrive and reach their fullest potential.

# Quarter 3 Highlights...

FREE 1 hour FSV Education sessions impact over 200 staff across 6 companies



Empowering their employees to build respectful attitudes and ensure safe workplaces, Auditor General's Office, Kutmore, DT Global, Credit Corporation, PriceWaterhouseCoopers, Hastings Deering and Nambawan Trophy Limited utilized their FREE 1-Hour Family & Sexual Violence (FSV) Education Sessions in August and September. Over 200 employees from these companies attended the education sessions and broadened their understanding of what constitutes FSV, legislation around FSV, and how to appropriately respond to, and refer those affected by FSV to seek support services offered through their respective FSV Policies or from services available in the community. The education sessions were attended both face-to-face and online.

100 participated in the Free 1-hour ASH Education session

Knowledge is power! And Raising awareness, Providing Support and Promoting Prevention creates a safer and more informed workplace. Educating their workforces, R & A Marine Services, Auditor General's Office, Mary Help of Christians and participants from BCFW's Senior Executive Women's Program (SEWP) Cohort 7 gained an understanding of what inappropriate behaviours are in the workplace and how to report the matter if them or anyone they know was subjected to sexual harassment. Addressing sexual harassment through education sessions, contribute to safer workplaces, and can reduce the risk of legal issues, workplace conflicts, and negative incidents that could harm the business's reputation or finances.



Employees from 3 companies completed the 2-Day ASH Combined training



Many companies have recognized the importance of creating safe and inclusive workplaces, leading them to undertake BCFW's 2 Day Anti-Sexual Harassment training. This training aim to educate employees on recognizing, preventing, and addressing instances of sexual harassment in their workplaces. Through this training companies seek to foster a culture of respect, equity, and accountability. Upon completion and getting certified, the participants use the new gained knowledge as tools for preventing, addressing and reporting harassment, The ASH training was attended by employees of Pacific Towing, Black Swan International & Santos.

Bel Isi update

companies are taking proactive steps to address the critical issue of family and sexual violence by taking up the 2-day FSV training facilitated by BCFW. The training is designed to equip key employees and managers with the knowledge and skills needed to recognize signs of family and sexual violence, offer support to affected individuals, and effectively intervene to ensure the safety and well-being of their staff. By taking up this training through their Bel Isi subscription, Steamships Group of Companies, aims to create a compassionate and informed workforce, fostering an environment where victims feel empowered to seek help and perpetrators are held accountable. Participating not only contributes to a safer workplace but also demonstrate a commitment to social responsibility and employee welfare. Thirteen (13) senior employees serving in key roles in Steamships hotels, properties, shipping, headquarters, marine and transport services participated in the training.



# Building the Future; An 18-month journey to empower women in Trades



In today's rapidly evolving world, the construction and trades industries are crucial drivers of economic growth and infrastructure development. Despite this, these sectors have been plagued by a long-standing issue: a lack of gender diversity. Women remain underrepresented in construction, welding, plumbing, carpentry, and various other trades. Supporting women's employment in trades is not only a matter of social responsibility; it's also a smart business move with substantial value.

While the primary goal should be gender equality and diversity in the workforce, the business value of doing so includes:

**Diverse Skill Sets:** Women bring different perspectives and skills to the workforce, which can enhance problem-solving and innovation. This diversity can lead to more creative and effective solutions to challenges within the trade industry.

**Increased Talent Pool:** Encouraging women to enter trades can expand the available talent pool. In a field where skilled workers are in high demand, this can help businesses find and retain qualified employees.

**Improved Customer Satisfaction:** A more diverse workforce can better reflect the diversity of your customer base. This can lead to increased customer satisfaction and improved relationships with a broader range of client.

Despite the business value, PNG women continue to be under-represented in productive and well paid trades' jobs, while companies are reporting a shortage of skilled workers. To break stereotypes and also bridge the gender gap in a sector traditionally dominated by men, International Finance Corporation (IFC), in partnership with BCFW aim to support women's employment in trades by equipping firms with the know-how to strengthen recruitment, promotion, and retention of women in technical and trades positions to build a safe and respectful workplaces for all.

During the 18 month period, IFC and BCFW will convene peer learning opportunities, share innovative practices, and help companies to better recruit, retain and promote women in technical trades by connecting them to support resources and services or providing specialized consulting and training.

Companies participating in the initiative will participate in training and learning opportunities, commit to developing a Meri Save Trades action plan, share human resource data at the start and end of the program and make a concerted effort to achieve the commitment to action over the 18-month period.



# Quarter 3 Highlights...

## Certificate IV Leadership & Management Course Cohort 22 conclude training

Cohort 22, consisting of 13 women completed the 6 month Certificate IV Leadership and Management Course in September. The uptake and completion of this course by this women exemplify the ever-increasing presence and influence of female leaders across various industries. This accomplishment reflects their dedication to honing essential leadership skills and embracing management responsibilities. The knowledge and skills gained by covering essential modules, they not only empower themselves but also contribute to the diversification of leadership roles, fostering a more inclusive and equitable professional landscape for everyone. These women serve as inspirational role models for aspiring leaders, showcasing the potential for women to excel in leadership and management positions.

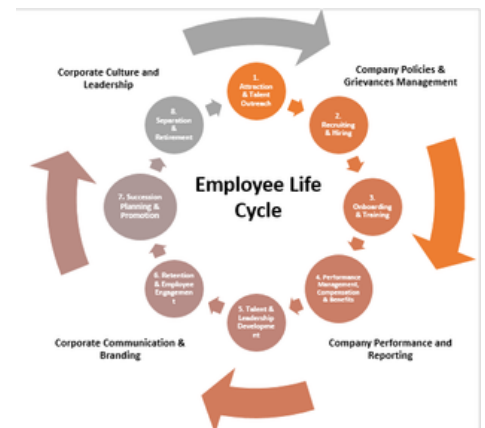


## SEWP Cohorts completed

Aiming to advance their careers and increasing gender diversity at the senior and board level, the participants of Senior Executive Women's Program, upon completing the 6 day training in July and August, honed their leadership skills and equipped to shatter glass ceilings in their respective industries. "The support systems module stood out for me. Mentors and networking play a pivotal role in nurturing professional growth by providing guidance, support, and opportunities for learning and development. said Elizabeth Wamsa, General Manager, PNGX Markets Limited. The leadership program positively impacted 29 women from Cohorts 6 & 7 respectively.

## Development of Gender Equity intervention resources & tools progressing well

BCFW is developing Gender Equity intervention tools & resources under its 'Economic opportunities & participation of women' pillar to support companies with their gender oriented initiatives. The tools come in two components; Workshop and Education/Awareness. The workshop component looks more closely on the importance of PNG and organizations guiding principles, PNG government laws and policies and BCFW model policies together with interventions and organizational enablers that can be useful for organizations to assess current diversity policies and more importantly adopting or adapting the PNG GEDSI policy or doing a thorough assessment of workplace polices to be inclusive for all. This in the pilot stage as well, we believe that for it to be successful, we also need to trial it among our own staff members, thus, this will be carried out next month (November) however, there are already interested organizations who are asking to take on the workshop and also the education/awareness sessions on microaggressions and unconscious biases around the employee life cycle in 2024.



## Lae Seif Komuniti Program Update



"Mi hamamas lon dispela training because nau mi can lukautim gud ol passenger na ol ken pilim seif lon kalap lon bus blo miplea na go lon haus seif". These were the sentiments shared from the bus crew and driver who participated in the BCFW Anti-Sexual Harassment Training in Lae, under the Lae Seif Komuniti Program. Both participants are crews of a Public Motor Vehicle that is piloting this initiative. They learnt what sexual harassment is, why sexual harassment is a business and community issue, as well as the roles and responsibilities of bus drivers and crews. The Lae Seif Komuniti Trensport Initiative is been run through the PNG Business Coalition for Women, Tok Stret and the Lae business community. The initiative seeks to promote PMV Bus Operators who practice and conduct safe transport services in Lae.



# 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 talk about the significance of mental health.



## What is Mental Health?

Mental health refers to a person's emotional, psychological, and social well-being. It encompasses an individual's ability to handle stress, maintain healthy relationships, work productively, make sound decisions, and cope with the challenges and changes in life. Good mental health doesn't mean the absence of mental health issues; rather, it implies the ability to manage them effectively.



## How does Mental Health relate to FSV?

Mental health is closely related to family and sexual violence in several ways. Survivors of family and sexual violence often experience profound psychological and emotional trauma, leading to mental health issues such as anxiety, depression, post-traumatic stress disorder (PTSD), and low self-esteem. Witnessing or experiencing such violence can also impact the mental health of family members. The stigma and shame surrounding these experiences can prevent survivors from seeking help.

## How can we support survivors?

### Identification



Identify survivors who may need support through various channels (e.g., reports, disclosure, and self-identification).

### Listen and Validate



Provide a safe, non-judgmental space for the survivor to share their experience. and validate their feelings and experiences.

### Connect with Services



Help the survivor access professional services, such as counseling, medical care, and legal support. Refer the survivor to specialized professionals, such as therapists, if necessary.

### Emotional Support



Offer ongoing emotional support through counseling or support groups. Encourage self-care practices.

### Education and Awareness



Provide education on healthy relationships, consent, and signs of abusive behavior. Promote awareness campaigns to prevent family and sexual violence.

## Services available in PNG

**1500 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

*If you or anyone you know is experiencing any form of violence or need someone to speak to, call the confidential 1-Tok Kaunseling Helpim Lain on 7150 8000, which operates 24 hours, 7 days a week, and speak to a professional phone counsellor.*

**PAPUA NEW GUINEA  
COUNSELLORS' ASSOCIATION**

*Help clients to understand their problems, guide them to explore other options/strategies, and empower them to solve their issue(s) applying the most suitable approach.*

# 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
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# BCFW MEMBERS

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

ABT Associates	PHAMA Plus Program PNG
Air Niugini Ltd	PNG Institutional Partnership Program
ANZ Bank	PNG Chamber of Commerce & Industry
Bank of Papua New Guinea	PNG Chamber of Mines & Petroleum
BSP Financial Group Limited	PNG Mining and Petroleum Hospitality Services
Barrick (Niugini) Limited	PNG Namba Wan Trophy Limited
Black Swan PNG International	PNG Ports Corporation Limited
Budget Rent a Car	PNG Stock Exchange (PNGX Markets Limited)
Cardno Emerging Market (PNG) Ltd	PriceWaterhouseCoopers
City Pharmacy Limited	Professional Global Solutions Limited
Credit Corporation PNG	Professionals NCD Real Estate
Deloitte Touche Tomatsu	Propest Control Limited
Dentons PNG	Purewater 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	Steel Industries Limited
Kutmor Limited	Swire Shipping
Lamana Development Limited	TE (PNG) Ltd
Leahy Lewin Lowing Sullivan Lawyers	Tetra Tech International Development Pty Ltd
Melanesian Trustee Services Ltd	Tininga Limited
MiBank Limited	Tohouwa (PNG) Ltd- Fairprice
Nambawan Super Limited	Tok Stret Consulting
National Superannuation Fund Limited	Total Energies EP PNG Limited
New Britian Palm Oil Limited	Total Waste Management Group
Northbuild Construction Limited	Verge Limited
Paradise Foods Company Limited	Water PNG Limited
Peopleconnexion	Westpac Bank
	WINGS Education

## Associate Members

Australian High Commission  
Caritas Technical Secondary School-Kimbe  
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





• **BCFW** •

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**PNGAus Partnership**  
**PACIFIC WOMEN**  
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