



# Papua New Guinea Business Coalition for Women

## Empowering Women is Smart Business

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CEO's Forum Dinner—Bel Isi Launch, September, 2018



## Chairperson's Message

**W**e've had an amazing year 2018 driving positive change for women and businesses in Papua New Guinea, helping member companies to recruit, retain, develop, and promote women – as employees, leaders, customers and business partners. Some of the key highlights include Addressing Violence through a Model Policy, Anti-Sexual Harassment (ASH) and the Bel Isi Seif Haus. I congratulate all the key stakeholders for bringing forth and launching the Bel Isi Project. This program will surely go a long way in assisting our women employees in their time of need.

Our CERT IV in Leadership & Management trainings for cohorts 5,6,7 and 8 saw 51 women successfully graduate with an Australian accredited Certificate IV in Leadership and Management. Cohort 9 have just completed block 2 with the final assessment in March 2019. Cohort 10 is scheduled to commence in the last week of January 2019.

We presented Gender Smart Safety at the APEC 2018 PPWE and at the Chamber of Mines & Petroleum's Community Affairs Workshop. We also delivered 1 hour workplace toolbox sessions on Anti Sexual Harassment. These are just some of the many milestones delivered by our Secretariat. We will remain steadfast to our vision to become the innovative, relevant and inclusive driver of business growth through positive change for women in PNG.

Overcoming the challenges faced by women in the PNG workforce goes beyond individual firms. I would like to thank all our member partners this year. Your support has been an enabler to ensure that all workplaces are free from violence and that PNG businesses are supporting female staff who are survivors of gender-based violence, to innovate and promote gender smart workplace policies and practices in order to create more opportunities for women, to have better jobs and to catalyse business growth through better access to talent and to promote career development into leadership positions through mentoring and other talent development initiatives to expand opportunities.

Gender equality is good business. Investing in Women is Smart Business. I encourage businesses of all sizes operating in PNG to join the Coalition today.

With that said, I take this opportunity to wish you all a Safe and Merry Christmas 2018 and a Prosperous 2019.

**Lesieli Taviri— BCFW Chairperson**

**Membership Deal—Contact the BCFW Secretariat for a free 1 hour staff education session. See page 4.**

# Executive Officer's Message

## 3rd and 4th Qtr Review 2018

**H**ello to all our members! I am excited to have been appointed as the new Executive Officer for the Business Coalition for Women and I'm encouraged by the work undertaken to date by the organisation and the private sector to drive positive change for women in PNG.

I commenced in this role at the beginning of August 2018, and in that time have enjoyed learning, developing, facilitating training and working with our members to continue the good work of BCFW.

For the last six months we have been working very hard to bring our training in-house so that we can provide a responsive and more cost effective and sustainable service for our members.

BCFW has introduced free one-hour information sessions for our member organisations and their staff around sexual harassment in the workplace. In these sessions we educate staff on what constitutes sexual harassment, discuss workplace and national laws so that staff understand legal implications, and organisational reporting channels.

BCFW can also provide an additional 3-day training session on implementing and adapting our Model Policy on Sexual Harassment.

Since launching our one-hour information session, we have conducted the sessions with PNGFM and KPMG. Both organisations saw the benefits of having an internal organisational response to sexual harassment and registered for our 3-day training on policy development.

The 9<sup>th</sup> training cohort for our Cert. IV in Leadership and Management commenced in September 2018, facilitated by our wonderful training partners WINGS Education.

This course is an Australian accredited training course with no pre-requisites. There have been many amazing success stories of women who are thriving and progressing in their workplaces post the training.

A monitoring and evaluation review we conducted in August, and based on IFC report findings, identified that **71%** of trainees either received a promotion or were assigned more responsibility in one of three key areas of budget, strategy, or supervising staff.

These are significant results that show how our

training in core business capabilities, individual and team development and organisational support can improve promotion opportunities for women.

We have two upcoming training cohorts for 2019, members receive a 20% discount so don't forget to register women in your organisation who could benefit from this course.



Next year BCFW will be holding a free forum in NCD for our members on Family and Sexual Violence in the Workplace.

This forum will provide information and education on services in the community that can assist staff who are experiencing family and sexual violence.

The forum will also showcase the referral pathway in NCD. An announcement of the date will be sent to members at the beginning of next year.

As you may be aware, BCFW is hosting a Christmas Cocktail for our members on the 13<sup>th</sup> of December at the Hilton.

Invitations should have been received and we very much look forward to hosting this event and meeting all our members and thanking you for your continued support.

I sign off by wishing you all a safe Christmas and prosperous new year.



Evonne Kennedy  
Executive Officer

***"71% of trainees either received a promotion or were assigned more responsibility in one of three key areas of budget, strategy or supervising staff. These are significant results..."***



# Addressing Violence—Anti Sexual Harassment



**T**he BCFW was invited by PNGFM (47 staff members) and KPMG (63 staff members) for a 1 hour toolbox session on Sexual Harassment with their staff during their life skills talk at their respective offices in Port Moresby.

The presentation was co-facilitated by Evonne and Elizabeth and based on the outcome for participants to understand what constitutes sexual harassment in the workplace, the laws that outline sexual harassment as a criminal offence, the company policy against sexual harassment, and the organizational approach to a safe work space for staff.

The one hour free session covered;

1. Introduction
2. Definition(s)
3. Why is Sexual Harassment a business issue?
  - a. How Sexual Harassment impacts individuals and businesses
  - b. Sexual Harassment law and rationale

- c. Why should I have a Sexual Harassment policy
- d. Consequences of Sexual Harassment in the workplace

4. Group activity
5. Questions & comments

There were numerous questions in regards to boundaries, use of social media confidentiality, the difference between organizational policies, the employment act and the PNG Constitution to hold a perpetrator accountable.

To ensure that staff and the organization understand sexual harassment and the organizations response to have a BCFW sexual harassment policy.

BCFW advocates/recommends that businesses have a Sexual Harassment policy that ensures staff feel safe in the workplace or on work assignments with a policy procedure that clarifies the organization's approach and stance on sexual harassment.



# Family and Sexual Violence



## Addressing the impact of Family Sexual Violence

**T**he workplace presents a unique opportunity to help women who may be living with violence at home, to identify the problem and assist with seeking help.

The Business Coalition for Women (BCFW) can assist companies in implementing a Family and Sexual Violence (FSV) Policy which ensures that staff have an organisational response to FSV and a referral process to refer staff to appropriate community support services.

Part of the BCFW consultancy service is training key staff on how to Recognise FSV, Respond appropriately, and Refer.

- Creating Safe Working Environments
- Responding to Family and Sexual Violence (FSV)
- Retaining Women in the Workforce

**The BCFW Model Policy on Family and Sexual Violence** can be adapted by companies and it provides a comprehensive set of workplace strategies that can be used to address the impact of FSV on the workplace.

The FSV policy will assist companies to:

- Reduce the cost of FSV to the business;
- Staff duty of care is fulfilled;
- Improve staff health and safety;
- Demonstrate corporate social responsibility commitments; and
- Positioning the company as an employer of choice.

If you would like more information on implementing a FSV policy and training on how to recognise and respond to FSV in the workplace, contact BCFW on **321 2245** or email **communications@pngbcfw.org**



### Q. What is Bel Isi PNG?

**A.** Bel Isi PNG is a collaboration between the private sector, community-based organisations, the National Capital District Commission and the governments of Australia and Papua New Guinea. Key partners include the Business Coalition for Women, Femili PNG, Oil Search Foundation and NCDC.

### Q. What does Bel Isi offer?

**A.** The Initiative offers employees case management and safe house services and works closely with community and business leaders to raise awareness of Family and Sexual Violence (FSV) and address the impact of FSV on companies.

### Q. How is BCFW involved?

**A.** The Business Coalition for Women will work closely with subscribing companies to implement FSV policies, procedures and training to key staff on how to Recognise FSV in the workplace, Respond and Refer.

For more information contact BCFW or visit the Bel Isi PNG on **www.belisipng.org.pg**



# Gender Smart Safety



## Gender Smart Safety Showcased at Mining & Petroleum Forum

**B**CFW Director, Dr Linda Van Leeuwen provided an overview of the Coalition's FSV Workplace Policy and Gender Smart Safety Program at the Chamber of Mines & Petroleum's Community Affairs Workshop in Port Moresby in August.

The presentation's core focus was on helping resource companies improve the safety of female workers and enjoy the business benefits of gender equality.

Violence is known to be a key workplace safety concern for women who work remotely in extractives communities. If extractives workplaces are made safer for women then they will be more attractive to women and therefore extractives companies will be better positioned to achieve their gender equality targets.

Dr Van Leeuwen emphasised to the audience that "there has never been a better time to improve women's workplace safety because there are now excellent

PNG-specific resources available whereas only a couple of years ago there were none."

Executive Officer Evonne Kennedy also attended the event and received numerous enquiries regarding the Coalition's resources.

"The Community Affairs Workshop was an excellent promotional opportunity for the BCFW and I'd like to thank the Chamber for inviting us to talk on the important topic of women's workplace safety" said Evonne.

*"The BCFW looks forward to building a mutually beneficial relationship with the Chamber of Mines and Petroleum and the opportunity to present at its workshop next year." Evonne Kennedy*

# Testimonials

## Certificate IV Leadership and Management

Kulu Velena, Rhodes PNG



Kulu Velena—Property Development Manager

## Rhodes ‘Walks the Talk’

**“Rhodes’ Gender Equality Program is not about giving our female employees *better* opportunities but *equal* opportunities. It is also very much about making our business even more competitive and successful” - Kulu Velena**

Although only a BCFW member for one year, vertically integrated construction and building supply company Rhodes PNG, is making rapid progress towards its gender equality goals – no small a achievement given that the company operates in a male dominated sector.

Rhodes Managing Director, Emanuel Papas, says that his company has “both a moral and business imperative” for wanting to recruit, develop, promote and retain more female employees. “We have long been advocating for the rights of women within our workplaces and we employ as many women as we can, including in non-traditional roles such as electricians and forklift drivers. At Rhodes we’re trying to do everything we can to make sure that we really do ‘walk the talk’ when it comes to gender equality.”

Rhodes recently expanded its growing pool of talented PNG female employees by recruiting Valerie Papaol (Civil Engineer) and Inia Raga (Procurement Supervisor), as well as Ailie Apuri and Joyce Tiaga (Project Officers). Each of the new recruits will play key roles in Rhodes’ expanding operations around the country including the delivery of seven Technical & Vocational Education Training Centres under a K37 million European Union and PNG Government program.

General Manager PNG, David Cusick, who recently participated in a Gender Equality forum representing the BCFW, sees considerable value in being an active member of the BCFW.

“We are represented on the Coalition’s Board and its Addressing Violence working group by Dr Linda Van Leeuwen and our staff have undertaken its Certificate

IV in Leadership & Management. Next year we are hoping to engage further with the Coalition and potentially assist with developing a resource to assist non-traditional employers of women such as construction and extractives companies, better recruit, retain, develop and promote their female staff. I know that all male dominated industries will benefit from having more gender equal workforces so this is a good way for Rhodes to not only give back to PNG but also to our industry.”

Rhodes has further demonstrated its commitment to gender equality by engaging the gender advisory services of the International Finance Corporation, a member of the World Bank Group, to prepare it for the world’s leading workplace gender equality certification – the Economic Dividends for Gender Equality (EDGE) certification [www.edge-cert.org](http://www.edge-cert.org). No other construction company in the world has achieved EDGE Certification although numerous other industries are represented by global brands such as IKEA, Roche, Marriott and Pfizer. EDGE Certification will firmly position Rhodes as the employer of choice for women in not only PNG’s construction industry but the broader Pacific Region.

For more information on Rhodes’ Gender Equality program, or on the diverse array of buildings they supply to businesses, communities and families, contact them on 7263 7860, [www.rhodesprojects.com](http://www.rhodesprojects.com).

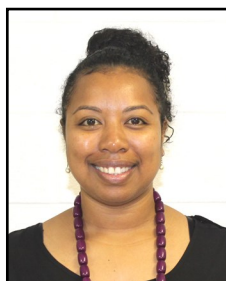




# BCFW Secretariat



Evonne Kennedy  
Executive Officer



Elizabeth Asigau  
Project Officer



Kayleen Sapak  
Monitoring & Evaluation Officer



Nancy Lai  
Marketing Officer

<b>Gender Smart Safety Solutions</b>	Help to improve the safety of its female workforce	Tools are now available to help your business make its workplace safer for women.
<b>Family &amp; Sexual Violence Solutions</b>	Help to reduce the negative impact that Family & Sexual Violence has on your staff and bottom line	Services are now available to help your business efficiently and compassionately combat family & Sexual Violence.
<b>Leadership Training Solutions</b>	Help to develop the leadership and management skills of its female workforce	A fully accredited Certificate IV Course in Leadership & Management is now available to help your business develop the leadership and management skills of your high potential female workforce.

## Up Coming Events

### December 2018

- PNG BCFW Networking Event — Thursday 13th Dec
- BCFW Office Closes for 2018 — Friday 14th Dec

### January 2019

- BCFW Office Resumes for 2019 — Monday 7th Jan
- Cert IV Leadership, Cohort 10, Block 1 commences — 28th Jan,



# Merry Christmas

*The Patron, Board and Management of the  
Business Coalition for Women  
Extends our Sincere Gratitude to our  
Donor Partners and Member Organizations  
for your Integral and Invaluable Support in 2018 to  
Empower Women in the Business Sector.  
We Wish You and Your Families a  
Happy Christmas and A Prosperous New Year*



## BCFW MEMBERS

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

Thank you all for your Integral and Invaluable Support in 2018.



**AGC**



anitua



AUSTRALIA PAPUA NEW GUINEA  
BUSINESS COUNCIL



**Cardno**



**DENTONS**

**Digicel**

PNG's Bigger, Better Network.

**ExxonMobil**



**kina**

**KPMG**



GROW WITH US



New Britain  
Palm Oil  
Limited



**CURTAIN BROS**

**NORTON ROSE FULBRIGHT**



**Oil Search  
Foundation**



**origin**



**Pacific Towing PNG**  
Port Moresby, Papua New Guinea



**PNG POWER Ltd**



**Rhodes**  
better buildings



**Support the Papua New Guinea Business Coalition for Women and become a member company today.**

The Papua New Guinea Business Coalition for Women is a registered not for profit membership organisation made up of companies committed to addressing inequality, stopping gender based violence, enabling women's economic empowerment and career development by working together to stimulate private sector investment and reduce poverty in Papua New Guinea.

Benefits of membership include a free 1 hour session on Anti-Sexual Harassment trainings as well as discounted fees on other trainings and offerings.