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ISSUE 24

PNG BUSINESS COALITION FOR WOMEN

# NEWSLETTER



• BCFW •  
Business Coalition for Women



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### Childcare Report:

What are the outcomes for the private sector when 75 percent of working parents are struggling to balance caring responsibilities with their jobs? For businesses in Papua New Guinea (PNG), the costs are substantial and far reaching, with inadequate

access to quality and affordable childcare leading to absenteeism and high turnover, affecting business productivity, women's workforce participation - and the economy. On average, 13.7 workdays are lost employee each year in PNG, due to caring responsibilities.

## SENIOR EXECUTIVE WOMEN'S PROGRAM

REGISTRATION FOR COHORT 16 IS NOW OPEN!



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# Message from our Executive Director



Recently I presented at the ICR Women's Economic Empowerment conference in Kigali, Rwanda, where I was able to showcase the important work occurring in Papua New Guinea and the initiatives that the private sector has invested in to address family and sexual violence.

Specifically, I spoke about the BCFW Family and Sexual Violence Policy Implementation work with the

private sector, and the public private partnership Bel isi PNG.

For many in the room, they had not heard of PNG, however, were impressed with the private sector initiatives, which of course include establishing the Business Coalition for Women (BCFW) in order to create more gender equitable workplaces.

There were many important takeaways from this conference the biggest for me was seeing how many of the African countries present were transforming their economies through the strategic inclusion of women in decision making roles.

The last quarter marked another significant stride for the coalition, with the launch of the Employee Supported Child Care Research report in

partnership with IFC.

This comprehensive study highlights the crucial impact of employer-supported childcare on workforce productivity, employee retention, and overall business success.

Concurrently, we continue our transformative partnership with IFC on Meri Save Trades, this collaboration aims to bolster female participation in trade sectors traditionally dominated by men, thereby driving economic growth and promoting gender parity.

Together, these initiatives mark a significant milestone in the ongoing effort to create more inclusive and equitable professional environments for women across various industries.



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# Quarter 2 Highlights

## Hastings Deering take on Pilot Program – Poroman Walkabout Wantaim



The Poroman Walkabout Wantaim program aims to encourage men to address gender issues and promote inclusivity and equality. It includes 12 to 16 weeks of sessions for male allies to challenge stereotypes and create a more inclusive work environment. The program also offers

educational sessions for male staff on topics such as mental health, financial stress, relationships, violence, and workplace attitudes towards women. We are grateful to Hastings Deering who we have decided to partner with to pilot this initiative.

## Senior Executive Women's Program cohort 14 – completion

On May 22, 2024, BCFW celebrated the completion of its 14th cohort of the Senior Executive Women's Program. The three-month course had 15 participants from both the public and private sectors, covering topics including organizational culture & leadership, governance, and financial literacy. The cross-learning between the participants was highly

beneficial. The participants praised the program and its structure, noting that they gained new knowledge, skills, and self-confidence. We commend the women and their organizations for supporting women in leadership and look forward to the impactful work they will accomplish in the future.



## First ever Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) training with BCFW staff



BCFW staff participated in a 3-hour session focused on preventing sexual exploitation, abuse, and harassment (PSEAH) and their responsibilities. The training covered the concept of PSEAH, BCFW's PSEAH policy, guidelines for preventing violence

and child exploitation, and the requirement or partners to comply with these standards. BCFW is integrating this information into its training materials and designing a PSEAH model policy and implementation package to enhance workplace safety.

# Featured Company this Quater



## Fone Haus FSV Policy Implementation

Fone Haus, a member of the NWTL Group, is a huge supporter of the work we do on Family and Sexual Violence, the trainings we run are facilitated by Olive and Evalice, the team responsible for BCFW's third strategic pillar - Addressing Violence.

These sessions are conducted on a monthly basis during their morning briefings at their various Fone Haus locations in Port Moresby.

We are grateful for our partners like Fone Haus who are deeply committed to increasing awareness about the significance of issues relating to Family and Sexual Violence faced by many individuals, these training sessions provide their employees with vital knowledge and skills to offer better support to those affected by Family and Sexual Violence.

This partnership highlights Fone Haus's unwavering dedication to establishing a safer and more supportive environment for those impacted by family and sexual violence.

NWTL Group's ongoing support to Family and Sexual Violence campaign through policy implementation reflects our enduring dedication to combating violence.

Fone Haus's "No to Family and Sexual Violence" ongoing campaign stands as a testament to their collaborative efforts with BCFW, and we are grateful that they remain steadfast in their support for this vital cause.





# CELEBRATING 10 YEARS OF PNG BUSINESS COALITION FOR WOMEN



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# Our Members





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program.*



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