

PNG BUSINESS COALITION FOR WOMEN NEWSLETTER



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BCFW Respectful Workplaces Forum 2025

In November we successfully hosted our Respectful Workplaces Forum, in Port Moresby—a high-impact event that broadened our focus to address the full spectrum of threats to employee safety, including Family and Sexual Violence, Workplace Bullying, and Sexual Harassment. The forum brought together 105 attendees from 45 companies, reaffirming the PNG business community's strong commitment to creating safe workplaces. Under the theme "See Something, Say Something," the core message was clear: foster a culture of upstanders—encouraging

every employee to speak up and intervene safely to prevent harm. Key sessions equipped participants with practical tools to:

- Implement the Active Bystander Approach
- Embed Respectful Workplace Policies
- Establish crucial referral pathways with frontline service providers

This vital event empowers businesses to safeguard employees and build workplaces defined by dignity and respect.

Respectful Workplaces (RW) Forum 2025

Theme: See Something, Say Something: Creating Respectful Workplaces Together

Proudly sponsored by



Message from our Executive Director



Dear Members and Partners,

The past year has been one of significant activity and focus for the Business Coalition for Women. Looking back at the final quarter, of 2025, it's clear that our commitment to advancing **gender equity** through the

private sector continues to yield tangible results across PNG.

A major theme this quarter has been sharing the lessons from our work on both national and international stages. Specifically, our advocacy for women's safety and equality brought us to Canberra this month.

I participated in a panel discussion, **"Engaging with social norms for lasting change: lessons from PNG and Southeast Asia,"** where I was able to share key insights on tackling deep-seated barriers to gender equality in the workplace and community.

In November, I was invited by the Asian Development Bank in Manila to speak on a panel **"Silence to Strength: Supporting Survivors of Gender-Based Violence"** to commemorate the International Day for the Elimination of Violence against Women (IDEVAW). These forums are crucial for ensuring the business case for safe and inclusive workplaces is heard and acted on.

On the ground, our core initiatives made steady progress. Our partnership with PNG Ports was strengthened as we piloted, Strongim Stretpla Pasin (GESI), and I was pleased to address their first-ever Safety Conference to reinforce the connection between safety and inclusion. Furthermore, I contributed to the dialogue at the high-level Praivet Gavaman forum and spoke at PSDI's launch of the framework, 'Unlocking Potential: A Gender Inclusive Private Sector.' These initiatives are practical examples of what can be achieved when businesses are committed to change.

We look forward to building on this foundation as we move into the new year.



SENIOR EXECUTIVE WOMEN'S PROGRAM

2026

Cohort 21 starts on Wednesday, 11th of March, 2026

Registration for Cohort 21 is now open! There are limited spots available. Contact us today to apply.
+675 7740 5410 or +675 7459 3108 | ppeter@pngbcfw.org or communications@pngbcfw.org



PNG Ports Corporation: Setting the Standard for GESI in PNG!



Last month, PNG Ports Corporation reaffirmed its strong commitment to creating an inclusive and equitable workplace.

The leadership team came together for a pivotal collaborative workshop, strategically mapping out key priorities and defining a clear path forward for Gender Equity and Social Inclusion (GESI).

This milestone event—expertly co-facilitated by Maryanne Kepui on behalf of the Business Coalition for Women (BCFW)—underscores PNG Ports’ genuine dedication and strong leadership in advancing GESI initiatives. At its core, this initiative is about building a safer, more inclusive, and equitable environment for

all. The framework guiding this transformative process is the **Strongim Stretpla Pasin initiative.**

Through this approach, teams collaborated to:

- **Assess** PNG Ports’ current position on diversity and inclusion metrics.
- **Identify** existing programs and internal structures that are already delivering positive results.
- **Develop** realistic, actionable improvement plans and set GESI targets for the coming year.

By adopting a strengths-based, co-created approach, the focus is on moving the organisation from its current state to a better state.

This ensures solutions are practical, internally driven, and that everyone across the organisation feels empowered and engaged throughout the journey.

PNG Ports Corporation is setting



a commendable standard for GESI integration across Papua New Guinea.

A stronger, safer, and more inclusive future for their workforce truly starts here.

Contact us today to learn more about the Strongim Stretpla Pasin Initiative.





How the Meri Save Trades Initiative is Reshaping PNG's Workforce



Papua New Guinea's trades sector is evolving rapidly—and we're proud to be driving this change alongside our #MeriSaveTrades partners.

From construction sites to shipping vessels, new policies and programs are paving the way for pawa meri (powerful women) to confidently step into roles once considered exclusively "men's work."

We're committed to taking the road less travelled to light the path for others, and we're immensely proud to see so many industry trailblazers championing 100% workforce participation across PNG.

Our partner companies are achieving remarkable success:

- TWM Group: Leaders like



Delosi and Ranu are setting the standard by mentoring women in trades while championing inclusive policies and training—creating workplaces that are safer, more respectful, and more equitable.

- Paradise Foods Limited: Through apprenticeships, mentoring, and policies such as paid maternity leave and family and sexual violence protections, they are actively reshaping company culture—boosting productivity, respect, and opportunities for women.

We were thrilled when the IFC team recently showcased these trailblazers' stories in an exhibition, reinforcing our shared belief that inclusive workplaces don't just empower women—they fundamentally strengthen businesses.

Delivered by IFC and BCFW, and supported by the Australian and New Zealand governments, Meri Save Trade partners with companies to build respectful workplaces and open career pathways for women in male-dominated sectors across PNG.



Since its launch, 19 companies employing over 15,000 people have introduced transformative policies, creating real opportunities for women to thrive.

Contact us today to learn more about the Meri Save Trades Initiative.



Quarter 4 Highlights

Policy Advocacy Success: Minimum Wage Increase Highlighted at BCEP Forum



We were honored to participate in the Building Community Engagement in PNG Program’s (BCEP) 6th All Partners Forum in Port Moresby on November 5, 2025.

highlighted was our successful advocacy towards the increase in the minimum wage from K3.50 to K5.00, which was set by the Minimum Wage Board and is scheduled for implementation in 2026.

During a panel discussion on policy influencing in Papua New Guinea, we shared how our Labour Market Survey Report provided evidence-based recommendations that shaped national decision-making. A key achievement

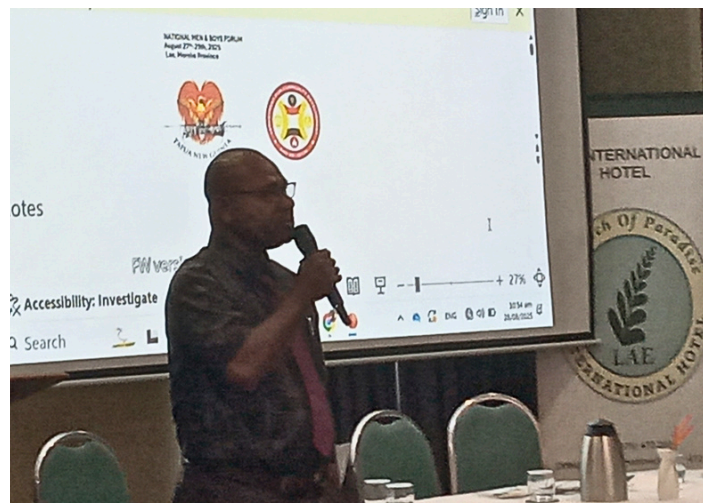
The session offered an opportunity to reflect on our achievements, challenges, and lessons learned—providing valuable insights for others seeking to drive meaningful change through advocacy.

Men as Allies Pilot Concludes: Shifting Workplace Attitudes and Advancing Gender Equality

The Poroman Walkabout Wantaim (Men as Allies) pilot program—BCFW’s first initiative specifically designed for men—was successfully completed in June 2025 with Hastings Deering. This program focused on transforming men’s understanding, attitudes, and behaviors to empower them as active allies for gender equality and respectful workplaces.

Monitoring & Evaluation (M&E), supported by PNG Women Lead and Lyla Rogan Consulting Australia. Following the successful pilot, Senior Project Officer Michael Hano was invited to speak at the Men and Boys Forum (August 27–29, 2025), hosted by the Department of Community Development, Youth and Religion. Michael presented on the topic: *“Engaging Men and Boys from the Private Sector Perspective.”*

Lessons learned were captured through



RESPECTFUL WORKPLACES MODEL POLICY AND IMPLEMENTATION PACKAGE

END WORKPLACE VIOLENCE

Addresses 3 Critical Areas:

1. Workplace Bullying & Sexual Harassment (WB & SH)
2. Sexual Exploitation & Abuse (SEA)
3. Family & Sexual Violence (FSV)

WHAT YOU GET:

- **Model Policy & Review:** Custom-fit to your company.
- **Executive Buy-in:** Management Briefing by the BCFW management team.
- **3-Day Expert Training:** For your Workplace Contact Team.
- **FREE** All-Staff Education Sessions.
- Ongoing Implementation Support.

Lae Seif Komuniti Trensport Initiative

Great news! The Lae Seif Komuniti Trensport initiative has successfully rolled out its new CCTV system—a powerful testament to public-private-community collaboration.

In October, key private sector partners toured the installations, acknowledging the dedicated team behind this milestone project.

Currently, 7 out of 9 planned CCTV cameras are operational, covering vital areas such as Lae Top Town Bus Stop and Eriku Bus Stop.

Work is ongoing to complete the full installation, which will include the Lae Main Market.

This success is built on strong partnerships, including:

- TE PNG Ltd – Technical support
- PNG & Australian Police Forces – Monitoring
- Digicel Pacific – SIM

cards & youth engagement in baseline survey

- Tok Stret Consulting Limited – Stakeholder engagement support

We also thank the Lae business houses supporting safer communities: **Chemcare Group, The Salvation Army, Venture Properties, and Professionals.**

The system was officially launched at a Networking Event, proudly sponsored by SP Brewery Ltd and the Lae Chamber of Commerce.

Evonne shared insights from a valuable first-month rollout survey conducted by the committed Digicel Youths, who were later celebrated with a cake presentation for their outstanding contribution.



OUR OFFICE WILL BE CLOSED
FOR THE HOLIDAYS

FROM: MONDAY 22ND DECEMBER 2025
TO: FRIDAY 2ND JANUARY 2026



SEWP - A Special Thank You to Our Esteemed Guest Speakers!

As this year's Senior Executive Women's Program (SEWP) comes to a close, we want to take a moment to extend our deepest gratitude to the incredible guest speakers who dedicated their time and expertise to enriching our participants' journey.

The success and profound impact of the SEWP are a direct reflection of the caliber of leaders and innovators who shared their wisdom with our cohorts.

Why Your Contribution Matters

- **Sharing Your Time:** We recognise that your schedules were incredibly demanding, and stepping away from your daily responsibilities to contribute to SEWP is a testament to your commitment to supporting the next generation of women leaders. Thank you for prioritising us.
- **Creating an Impact:** Your presentations, discussions, and personal stories provided invaluable insights into the realities of senior leadership, navigating challenges, and driving meaningful change. You didn't just share content—you provided inspiration, practical advice, and

- actionable strategies that will influence our participants' careers for years to come.
- **Elevating the Program:** The quality and breadth of topics you covered—from strategic negotiation and board dynamics to leading with authenticity—have been consistently cited as program highlights. You truly elevated the overall experience of SEWP.

"We are genuinely thankful for the time, energy, and commitment you invested in our participants. Your willingness to 'pay it forward' by sharing your expertise is what makes this program such a transformative experience. We look forward to seeing the ripple effect of your wisdom in the careers of the women you've inspired."

We hope to have the opportunity to partner with you again in the future to continue supporting the development of women in executive roles. Special thanks to:

- Susil Nelson Kongoi
- Ernie Gangloff
- Rhonda Kopman
- Herbert Maguma
- Desmond Yeninen

- Olive Compain
- Danny Robinson
- Loka Niumatairua
- Peter Aitsi
- Karo Maha-Lelai
- Wavie Kendino Leki
- Lesieli Taviri
- Celestine Ove
- Salome Debalu
- Lady Winifred Kamit
- Lady Aivu Tauvasa
- Lien William
- Helen Roalakona
- Ruth Kissam
- Karo Lelai Maha
- H.E Ardi Stoios Bracken



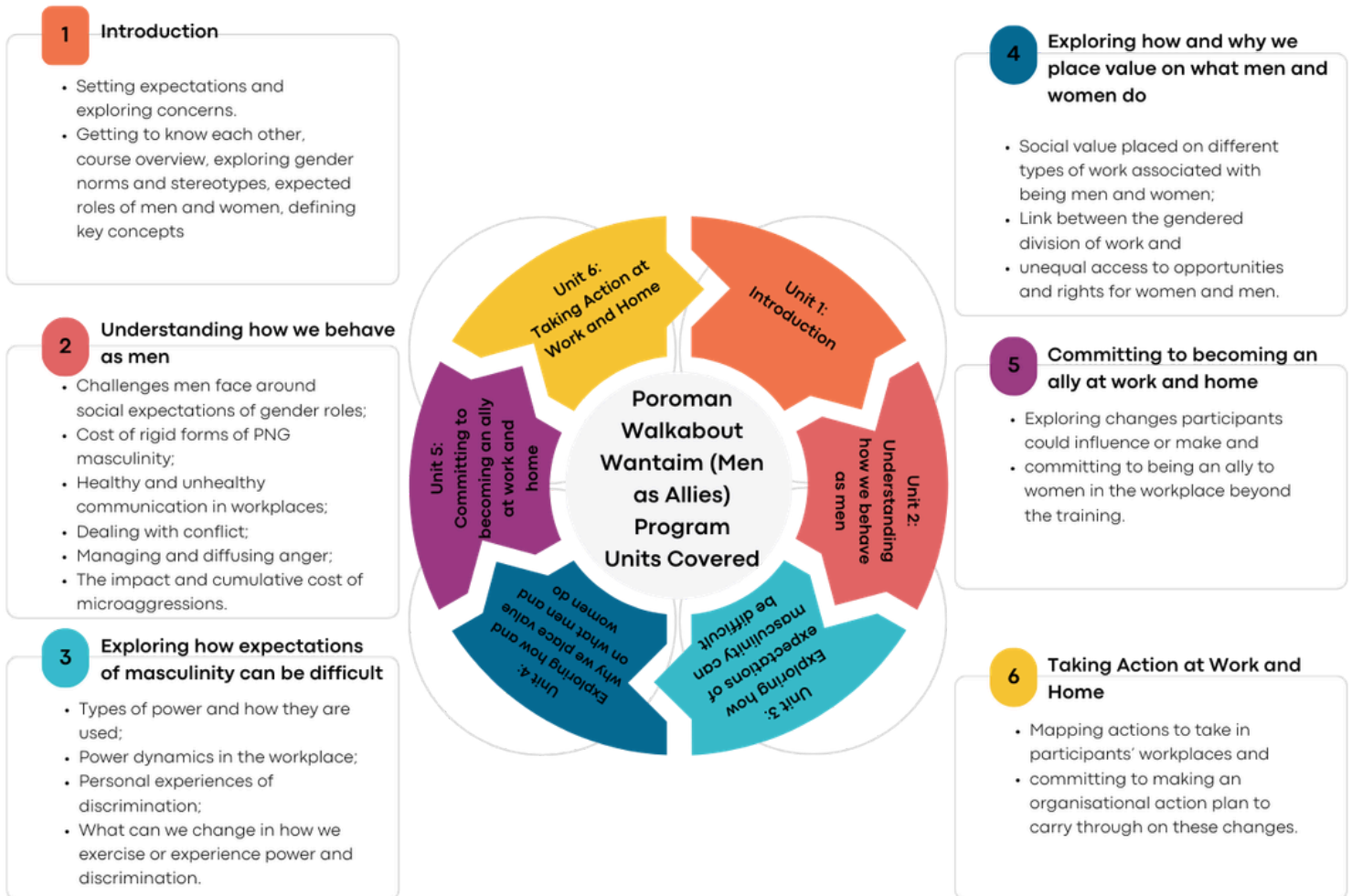
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Poroman Walkabout Wantaim (Men as Allies) Program



All units are covered over 8 weeks

Main goals of the training

To foster dialogue, reflection, and analysis on how masculine norms in PNG function to create unequal rights, opportunities, and access to resources.

To illustrate patriarchal values and practices in the workplace.

To promote healthy masculinity and attitudes and practices that reflect gender values

Respectful Workplaces Package Flyer

RESPECTFUL WORKPLACES MODEL POLICY AND IMPLEMENTATION PACKAGE



END WORKPLACE VIOLENCE

What Your Company Will Receive



- Pre-Management Briefing
- Respectful Workplaces Model Policy & Review
- 3 Day RW Contact Team Training
- Post Management Briefing
- Follow-up Implementation Support
- Free All-Staff Education Sessions
- Invitation to BCFW Forum



·BCFW·
Business Coalition for Women

Our Members

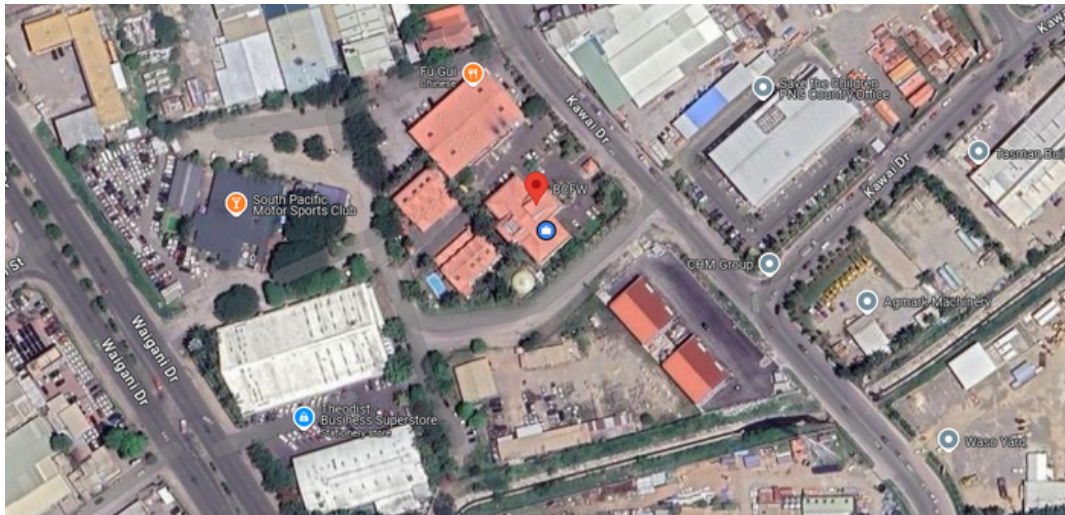


Together it's possible





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Business Coalition for Women



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Women Lead Program.*



**The staff of Business Coalition for
Women, our Board, Partners and
Members would like to wish you and
your families, a safe and joyous
Christmas and we look forward to
working with you in the new year.**