

Business Coalition for Women Newsletter



There is an influx of women in middle management, thus, we have collectively moved towards breaking the glass ceiling. Our task now is to work together as a sector to create pathways in our organizations for women to advance to executive and top leadership levels.

Increasing & Retaining Women in the workforce *Breaking the glass ceiling & addressing the broken rung*

One of the core pillars of the secretariat is to Increase and Retain Women in the workforce. This pillar focuses on helping companies recognise the business value of women in the workforce. Remaining steadfast to our commitment as the private sector's go to resource for gender equality, BCFW is refining, developing and producing tools and programs to suit the PNG business environment and match the needs of our members.

Based on research and studies, BCFW has identified that there is a gap when it comes to female's progression to top leadership roles. Leadership training and programs are a good start to harness female leadership, but structured pathways and inroads are equally important if we want to see Papua New Guinean women advance to decision making levels.

To address this and adequately support our members, the Coalition is progressing work under pillar 3 by developing practical advisory services, tools and resources.

This article will help you understand why your organization is maybe not fully meeting the 50/50 gender parity that you want, the barriers that might be preventing your female employees from climbing the corporate ladder and why BCFW is emphasising the need to increase and retain women in the workforce.

Papua New Guinean women break the glass ceiling

The "glass ceiling" is a term introduced more than 40 years ago and refers to an invisible, systemic barrier that prevents women from rising to leadership positions.

We are seeing more and more women reaching the top of traditionally male domains such as engineering, science, sports and business leadership. Women's arrival to positions of power signals that the glass ceiling in many sectors is being broken and the path to leadership is now clearer for women, however there is still a long way to go in achieving gender parity.

But why are women still under represented in high level leadership?

Continued on page 6

Chairperson's Message

Dear members,

I would like to start by expressing the pride of being able to work with likeminded organizations like yours to collectively address family & sexual violence, develop women into leadership positions across PNG's private and public sectors and create more opportunities for women in business supply and distribution networks.

Whether you are from an organisation taking your first steps in trying to understand how gender based violence (GBV) affects your business, right through to those who have been expertly working on this topic for some time, your drive and efforts are continuing to shape your business for the better. Any business that is serious about gender equality, equity, inclusion and diversity must seek to address Family & Sexual Violence and sexual harassment, even though it is a difficult subject.

One of the most significant methods of promoting gender equality in the workplace comes from utilizing the company culture. Company culture forms the basis of behaviour at all levels within the company and is more important to changing workplace attitudes. Leadership from the top is required here.

This is also where your Coalition steps in to work with business leaders and personnel in key positions across your business to develop and share good practices relating to recruiting, retaining, and promoting women through providing a range of practical advisory services and tools help you unlock their economic potential.

The Coalition will continue to produce and refine programs, resources, tools and services to help you. We will always keep our vision and mission at the highest level in order to serve our members and broadly, drive women's economic advancement.

Lesieli Taviri
BCFW Chair



Executive Director's Message



As I look at the growth and progress we have made, I am extremely proud of what we have been able to achieve as a sector in the third quarter of the year and excited about our outlook for an equally promising finish to the year in the next 3 months.

In this quarter, we successfully delivered 18 x Free 1 hour education sessions with 17 member companies in either Family and Sexual Violence (FSV) or Anti-Sexual Harassment (ASH) as part of our BCFW membership benefits. We have also continued to implement Policy Implementation in FSV and ASH with 10 member companies.

Under our women in leadership pillar, 50 women graduated with Australian standard accredited certificates under our flagship program, the Certificate IV Leadership & Management Course. Due to the demand in leadership programs, the Coalition successfully rolled out 2 Cohorts for the Senior Executive Women's Program (SEWP), training 32 women from 15 organizations. SEWP Cohorts 3 & 4 ended on a high note in this quarter. We also continue to roll out the Director Mentoring Program with Kumul Consolidated Holdings (KCH)

Work under Pillar 3; Increasing and retaining women in the workforce is progressing well since recruiting a dedicated project officer in August. We are currently developing content, tools and resources for programs and training under this pillar to further strengthen each of our member organization's gender equality goals and aspirations.

Mindful of the vast business landscape beyond Port Moresby, where some of our member organizations operate in, BCFW extended its reach to equally serve the PNG Business sector. We are working closely with the Lae business community to implement the Lae Safe Transport initiative. This has been progressing well and is a project we look forward to accomplishing.

We have transitioned from being just the private sector's secretariat to now the go to resource for gender equality, gathering the support of PNG businesses and establishing strategies to address FSV and other factors that prevent women from progressing.

It is satisfying to know that our 77 member organisations, the corporate sector at large and our partners understand the business value of reducing the cost of FSV to businesses and the benefits of having gender diverse work-forces. This enables us to continue to do what we do.

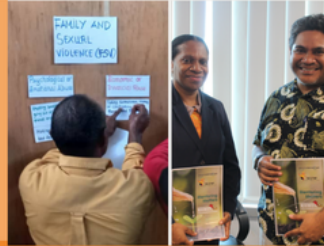
As our sector strengthens, each new day offers a chance for us to work together, pursue new opportunities and improve the way we do business. We establish in-depth relationships with our members by learning their environments, business landscape and the challenges they face. In doing so, we are better equipped to offer tangible solutions. We continue to refine and develop resources and tools around the evolving needs of our members – and that puts us at the forefront in assisting companies in changing organisational cultures.

Evonne Kennedy
BCFW Executive Director



We are the private sector's 'go to' resource for gender equity in PNG

Gender equity solutions tailor made for PNG businesses



Addressing violence | Leadership | Increase & Retain women in the workforce | Women in supply chain

Addressing violence	Leadership	Increase & Retain women in the workforce	Women in supply chain
Anti-Sexual Harassment Model Policy	Certificate IV Leadership & Management Course	Helping PNG businesses harness the potential of women by making workplaces gender friendly and fertile ground for the growth and performance excellence of female staff	Business growth, continuity & loyalty is stimulated by expansion of women-owned business in supply chains and distribution networks
Family & Sexual Violence Model Policy	Senior Executive Women's Program		
Gender Smart Safety Policy & Training	Director Mentoring Program		
	PNG Director's Course		

Exclusive to BCFW Members!

BOOK YOUR LEADERSHIP & ADDRESSING VIOLENCE TRAINING NOW!

Contact

E: communications@pngbcfw.org

Ph: 323 0310/ 7459 3108

Website: www.pngbcfw.org

Let BCFW help you, achieve your gender equity goals!



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

Quarter 2 Highlights...



Senior Executive Women's Program Cohort 3 completes course

Cohort 3 (online) of the Senior Executive Women's Program (SEWP) completed the 4 months leadership course on a high note in August.

Comprising of 14 women from Westpac, ANZ, Intercontinental Hotel Group (Holiday Inn), and RTI & JSS4D sponsored participants from PNG Power Limited and Law & Justice Sector agencies respectively increased their knowledge in risk management, financial competency, governance support systems, communications, leadership styles, organizational culture and transitions. The course aims to increase their knowledge and understanding in essential areas of business operations and subsequently, prepare these participants for executive management or board roles.

Senior Executive Women's Program Cohort 4 complete 6 days training

Delivered face-to-face, the Senior Executive Women's Program (SEWP) Cohort 4 comprised of female employees from Westpac, Australian High Commission, Incentive Fund, Australia Awards PNG, TEPNG, Auditor General's Office, Kina Securities and women from different law & justice agencies sponsored by JSS4D. The program has empowered them to consider leadership roles at the senior and board levels.

"The SEWP has increased my exposure and enhanced my operational knowledge to help me transition to senior management roles" said Isabella Parapi, MEL Manager, Australia Awards PNG. Project Manager from Incentive Fund, Gertrude Here added "The course broadened my understanding of areas essential to business operations like Risk Management & Financial Competency. Being knowledgeable in these key areas will enable me to move into senior management role"



Director Mentoring nearing completion

The Director Mentoring Program, is in its third month running with mentors and mentees facilitating their own mentorship sessions. These sessions are held at times agreed by the pair. Peopleconnexion also hosts regular online sessions to mentors as a group and mentees as a group.. These solution based sessions support pairs to problem solve solutions with like minded peers to achieve the SMART goals that were set between the mentor and mentee at the beginning of the program. The Director Mentoring Program is expected to be completed in November.



Despite women breaking the glass ceiling, there is still a lack of female representation in top leadership levels. There is an influx of women in middle management, but less progress to top leadership positions.

PSDI's (Private Sector Development Initiative) Leadership Matters: Benchmarking Women in Business Leadership report sampled 50 PNG organizations and found that in PNG, women are under-represented on boards, comprise 19% of directors and just 4% sit on board chairs. There is further under-representation in senior executive and management positions where women hold just 2 of the 44 CEO positions, comprise 17% of senior management personnel while just 6% hold director positions in SOEs.

The broken rung

Progress at the top is constrained by a broken rung. The biggest obstacle women face on the path to senior leadership is taking the first step into higher management. This broken rung results in more women getting stuck at the entry level or middle management and fewer women becoming senior and executive managers and on boards.

This inequality has a long-term impact. Since men significantly outnumber women at the senior and executive manager levels, there are fewer women in the talent pool to hire or promote to higher management. The broken rung' in the corporate ladder stops women from getting to the top.

What breeds the broken rung?

- Unconscious bias
- Lack of awareness of the promotion gap at the first step up to manager
- HR leaders, employees and employers do not understand the broken rung problem

Recommendations

To fix the broken rung, companies need to:

- Change how they hire and promote women. There's often a disconnection between employees and HR leaders on the criteria used for promotion.
- Companies need to look closely at their gender equality oriented policies and practices
- Establish gender diversity as a critical objective, similar to other business objectives. This might be in the form of having a stipulated quota for women in management, and then adjusting hiring pipelines to ensure that they contain enough diversity to give women a statistical chance of being hired.
- Companies have to address the issue of unconscious bias.

Incentive Fund & BCFW deliver ASH Training in Western & Eastern Highlands Provinces

Sexual Harassment is a problem not just for employees but also for employers and it requires a holistic approach to address and prevent it from happening in your workplace. If not appropriately addressed, sexual harassment can cause businesses to lose revenue, high employee turnover, non-existent team environment, absenteeism, de-motivation and reduced productivity. To prevent these adverse impacts, employees and businesses need to understand what constitutes sexual harassment and what organizational policies are available to address it if it occurs, or better yet, how to prevent it from even happening.

Partnering Incentive Fund, the Business Coalition for Women facilitated 2 Days of Anti-Sexual Harassment (ASH) Training for key management officials of OK Tedi Development Fund in Western Province and Fresh Produce Development Agency in Goroka, Eastern Highlands Province. The training was aimed at helping them mirror the Coalition's ASH policy to develop their internal policies around preventing sexual exploitation, abuse and harassment.

All other staff members for both organizations attended the Free 1 hour ASH education session to broaden their understanding of what sexual harassment is, identify appropriate and inappropriate behavior at the workplace, the impacts of sexual harassment, the legislation and how to report incidences.

The business value of addressing sexual harassment in the workplace includes:

- Enabling businesses to mitigate any risks or harm related to sexual harassment to staff
- Building a respectful, supportive and safe workplace
- Decreasing levels of stress
- Increasing motivation among employees
- Increasing staff productivity and in turn increasing profitability; and
- Encouraging respectful relationships and building teamwork



REGISTRATION OPEN!

Registration ends: January 17, 2023

Course commences: February 10, 2023



Foundations of
DirectorshipTM Online

Establish strong foundations for your organisation.

Directors, senior executives, and company secretaries play a critical role in the effective governance of an organisation. As such, it is imperative that your leaders have a sound understanding and appreciation of the role of directors in driving strategy, monitoring performance, and meeting compliance obligations.

The *Foundations of Directorship Online* program is designed for directors and executives looking to improve their knowledge of effective governance practices. This course provides leaders with a clear understanding of the duties and responsibilities of directors, the role the board plays, and how good governance will enhance your organisation's performance.

COURSE OVERVIEW

Combining virtual classroom sessions, online learning activities and individual study, the blended delivery method of the Foundations of Directorship Online offers a flexible and highly engaging learning environment.

COURSE DETAILS

11-week online program, with individual pre-work commencing 27 January 2023 and virtual online sessions on Fridays 10, 17 and 24 February 2023.

COST

PGK\$6,700 + GST

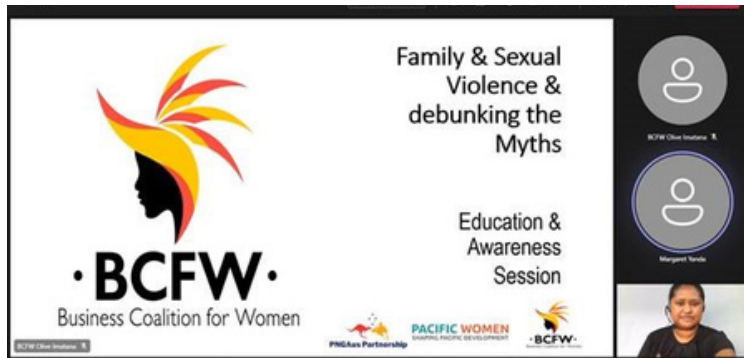
To register, contact Carolyn Ure, PNG Business Coalition for Women
T: +675 323 0310 **E:** cure@pngbcfw.org

For more information visit aicd.com.au/fod

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Quarter 2 Highlights...

Family & Sexual Violence (FSV) training and education sessions reaches 160 staff, and impacts 5 companies



Five (5) PNG businesses took up the FSV 1 hour Education session this quarter. Staff from PeopleConnexions, Buk Bilong Pikinini Swire Shipping Lae, POM & Kokopo, World Bank and Mary Help of Christians increased their understanding of what FSV is, its impacts on individuals and businesses, and FSV support measures that are available within their organizations through their respective FSV policies, as well as FSV support services available in the community. While Australian High Commission FSV contact officers undertook the 2-Day FSV refresher training to strengthen the implementation of their company FSV policy.

12 Anti-Sexual Harassment (ASH) education sessions and 3 trainings in policy implementation delivered for the private sector

Sexual Harassment has adverse impacts on businesses if not addressed. To ensure their workplaces are safe for all, Rhodes, PWC, SEWP Participants (Cohort 4), RTI, OK Tedi Development Foundation, Fresh Produce Development Agency, North Build Constructions, Westpac and Solar Solutions PNG took up the FREE 1 hour Anti-Sexual Harassment Education Session to educate staff on what constitutes Sexual Harassment, the laws used to penalize offenders and internal process or measures employees can undertake to report incidences. The ultimate aim of these education sessions is to prevent sexual harassment from happening at the workplace. Each member organization is eligible for four (4) FREE 1 Hour Education sessions on Sexual Harassment and four (4) FREE 1 Hour Education sessions on Family & Sexual Violence. Westpac PNG took a step further and trained 15 of their employees as FSV workplace Contact points to adequately support the implementation of their ASH policy



Lae Safe Transport program progressing well



The Lae Safe Transport program is coming together perfectly as anticipated by the Lae Business sector, who are taking the lead in an effort to address public safety concerns for women and children. Working closely with and in line with the Morobe Provincial Development Plan and Provincial GBV Strategy, the Private Sector Working Group has held several meetings and identified different strategies to and approaches to provide a safe transport system for all through policies, gender sensitive training, relevant legislation, advocacy, and the city by laws. The Lae Safe transport program is funded by PNG-Australia Partnership and UNWomen through the United for Equality Initiative to support gender sensitive plans and strategies to improve safety for women and girls in public spaces.

End-line survey underway for Workplace responses to FSV in PNG: Measuring the Business Case Research

International Finance Corporation (IFC) in partnership with PNG BCFW are undertaking the end-line survey with 3 companies. This survey will support the company to better understand the impacts of family and sexual violence in the workplace. This survey is a follow-up survey after the survey completed in 2020, aimed at finding out whether there have been changes in the prevalence, impacts, attitudes to and support for staff affected by family and sexual violence.



Fifty (50) women graduate with Certificates in Leadership & Management: Levelling the business playing field through gender diversity



Working with the Business Coalition for Women (BCFW), PNG's business sector continues to develop and share good practices relating to recruiting, retaining and promoting women employees by training and promoting female leaders for junior talent through to senior executives.

The combined graduation of Cohorts 15, 16 and 17 today celebrates the achievement of 50 emerging female leaders who successfully completed BCFW's 6 months Certificate IV in Leadership & Management Course. The course aims to meet specific PNG industry needs and is designed to develop leadership and management skills of women in the workforce who have the potential to take up supervisory or managerial posts.

Since its inception in 2015, over 300 women from 70 organisations representing a diversity of industries have graduated from the Coalition's Certificate IV in Leadership & Management Course, with many of them been promoted as a direct result.

"Since the training, my own growth and leadership journey has been amazing. I was given the tools needed to progress in my career and since the course, I have been promoted twice. The course is invaluable to women and the difference it makes in our careers is tremendous" shared Roselyn Tei, participant from Cohort 11.

"The most important thing I learnt in the course was being able to identify my leadership styles and being able to go back and understand my team so that I can work with them better" added Dianah To'oro, who is graduating from Cohort 17 today. Immediately after taking the course, Dianah was promoted as the General Manager for Digicel's Milne Bay branch.

The corporate sector acknowledges that there are real business benefits by investing in training female leaders and managers. Better decision making and problem solving, improved financial performances and healthier team dynamics and organizational culture are some of the business rewards that the 70 member organizations gain.

"Continued education is vital in developing the skills of all our employees. We are extremely proud of the growth shown by our female employees who have gone through the course. I recommend this leadership program to businesses in PNG" said Digicel CEO, Colin Stone.

"The Coalition is the private sector's go to resource for gender equality and our solutions, which are tailor made for PNG's corporate sector, help businesses understand the value their female staff bring to the company. The Certificate IV Leadership & Management Course helps businesses develop and reap the benefits of having gender diversity in their leadership teams" explained Evonne Kennedy, BCFW Executive Director.

The Certificate IV Leadership & Management Course Cohort 21 will be delivered online in Partnership with Tafe Queensland. Registration is open and will end on October 24th with training scheduled to commence on October 31st.

Does your business need help to develop leadership and management skills of its female workforce?

Certificate IV Leadership & Management Course

OFFERED ONLINE

BCFW Certificate IV Leadership & Management Course:

- *Accredited to Australian standards
- *Access to Tafe Queensland online library
- *Stepping stone to Diploma
- *One-on-one mentorship

Participants are required to do a Basic Key Skills Builder test online to assess basic literacy & numeracy skills



Registration Ends: October 24, 2022 | Training Commences: October 31, 2022

Course Duration: 6 months | Course Fee: K15 000.00/person



The course is very detailed and broadened my understanding of how to communicate in the office and also out of office. The course also gave me insights of balancing my stress level and I find it very helpful. I am currently utilizing the skills I learned from this course, to which I am greatly benefiting from.

Esther Mai- Cohort 20 Participant



Continued education is vital in developing the skills of all our employees and assisting in their growth. We are extremely proud of the growth shown by our team that have gone through the BCFW Certificate IV Leadership & Management Course. I recommend this leadership program to any business in PNG

Colin Stone- CEO, Digicel (PNG)

EXCLUSIVE TO BCFW MEMBERS

For more information on the course or registration, contact us on:
7459 3108/ 3230310 or communications@pngbcfw.org

BCFW partners TAFE Queensland for the virtual delivery of its flagship leadership course.



Name: Vicky Pasen
Job title: Acting Manager Supply Chain Management
Organisation: PNG Power Ltd

1. Tell us a little about the best thing you have learnt so far in the training? And how are you using the information from the course in your day to day work? I have learned so many new things but the best thing I've learned from this course is

- how to relate to people within my organization and our external clients (Service Providers)
- Plan and execute work according to the order of priority eliminate time wasters; and
- Exercise empathy, decision making and respond appropriately

2. What do you think about the online delivery and facilitation of the course? The facilitation and delivery of this course is by far the best. The online classes and materials are well prepared and presented making it easier to understand.

3. How convenient does the online schedule fit into your work schedule? Very convenient. It has helped me allocate time and attend to specific activities in their order of priority and eliminate time wasters.

Name: Lolowo Gimiseve

Job title: Administration & Project Officer
Organisation: PNG Business Coalition for Women



1. Tell us a little about the best thing you have learnt so far in the training? And how are you using the information from the course in your day to day work?

The course is insightful and definitely useful. For a young professional like myself, the mixture of different participants with varied experiences and professionalism is essential, as I learn a lot from them as well. One of the best things I've learnt is how to priorities my 'things to do' list. This skills has helped me manage my time and work schedule.

2. What did you think about the online delivery and facilitation of the course?

The virtual mode of delivery is good because it allows for time to study and work. The facilitation is also well structured, the terms used in the sessions as well as scenarios and examples are great and relatable. Online study is a new mode, however the experience with cohort 20 has been very good.

3. How convenient does the online schedule fit into your work schedule?

Very convenient, as it enables us to manage our time during classes and work. It also allows for students to join and continue attending the classes in the event that they stay home; they can easily dial in on zoom and attend class.

4. Additional comments.

The course is very useful for women in all level of the company, because topics and lessons thought will help women better their leadership skills



Name: Rosemary Lalaga
Job title:
Organisation: Bank of PNG

1. Tell us a little about the best thing you have learnt so far in the training? And how are you using the information from the course in your day to day work?

The best thing I have learnt so far in the course would be on the subject of "Dealing with difficult conversations." I have always avoided dealing with conflict for fear of not being liked or judged. However, the unit on dealing with difficult conversations has tremendously changed how I handle difficult conversations and have learnt how important it is to being a good leader. In one of the assessments, we were asked to do a role play with three other participants about difficult conversations, and although challenging, it enabled me to be able to practice what I have learnt in the course which I believe will serve me in the long run. I was also able to assist a colleague deal with a difficult conversation.

2. What did you think about the online delivery and facilitation of the course?

I enjoy the online delivery and facilitation of the course, as, it is convenient especially, having to have the classes at my workstation, then resuming work right after the classes.

3. How convenient does the online schedule fit into your work schedule?

The online schedule is quite convenient and I am able to complete classes and return to work.

FSV Lift-Out Page

As part of the Coalition's ongoing support, we will provide information about Family & Sexual Violence, Anti-Sexual Harassment and tips and recommendations for our members to use to drive awareness and advocacy within their workplaces. In this issue, we give you an insight of what social support services look like. Feel free to use in your internal company newsletter or tear out for your own information.

Social Support Services

What do Social Support Services look like?

Social support services include churches, faith based organizations, women's groups and others who provide services such as counselling, safe accommodation and rehabilitation services. There are support services in most centers throughout PNG.

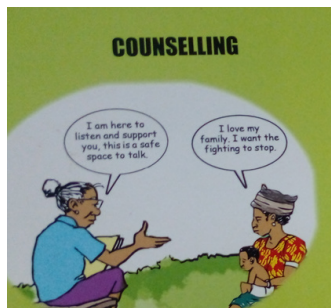
Safe Houses/Accommodation

Safe houses exist to provide a temporary safe place for women and children to escape the threat of violence. Social workers and FSV Workplace Contact Team members should identify what safe houses exist in their area.



Counselling

A counsellor listens to whatever the survivor says and then helps that person look at all the options open to them, so that a survivor can identify ways to better their situation.



Child Protection Services

If you believe that the child needs protection, you should immediately report the matter to the Director of the Office of Child and Family Services.

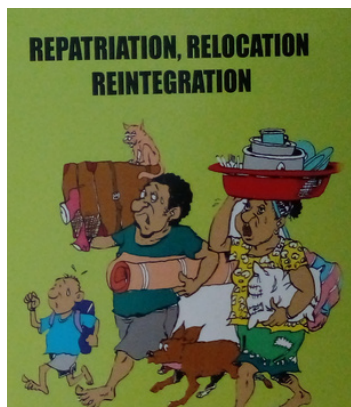


Reintegration/ Relocation or Repatriation Services

Reintegration: Process where survivors are helped to settle safely in the place he/she moved to when escaping violence.

Relocation: A survivor is moved to an alternative location where he/she is safe.

Repatriation: A survivor is assisted to return to their place of origin, provided they are safe being with their family.



4 key Support Principles

Survivor-centered approach

- The survivor is at the center of the referral process and, as far as practicable, her or his wishes must be taken into account at every step of the process.

Non-judgmental approach

- A survivor should never be blamed for the violence he or she has suffered and a service provider should not judge or discriminate against a survivor. It is the human right of every individual to live free from violence.

Safety

- The safety of the survivor is paramount.

Maintain confidentiality

- Informed consent from the survivor should be obtained for the release of personal and sensitive information at all times.
- Government services for survivors are FREE OF CHARGE.

If you or anyone you know is experiencing any form of violence, call the 1-Tok Kaunseling Helpim Lain for counselling information!

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 talk about the establishment of a GSS Community of Practice (COP) and their role. GSS COP is formed after the training and safety audit are completed.

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 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.

What are the next steps after the completion of the GSS training and safety audit?

The newly trained participants are known as the GSS Task Force. They then form the Gender Smart Safety Community of Practice (COP).

What is a Community of Practice?

A Community of Practice is a group of people who are engaged in shared learning about their work. The people share an interest in or concern about a particular topic. They work together to discuss ideas, test out new ideas, and develop collaborative and innovative ways to respond to problems.

Key aims of the Gender Smart Safety Community of Practice

- Connect people who have completed the Gender Smart Safety training
- Provide a shared platform to discuss relevant issues and to collaborate on new ideas
- Enable conversations between different worksites where Gender Smart Safety is being implemented
- Stimulate continuous learning about gender and safety in workplaces
- Capture and share experiences, including feedback to the BCFW
- Generate new knowledge about Gender Smart Safety in Papua New Guinea

Activities

Throughout the next year, the Gender Smart Safety Community of Practice will include:

- Factsheets on topics relevant to Gender Smart Safety
- Toolbox talks to encourage discussion about Gender Smart Safety issues in your workplace
- A refresher video on how to use the audit tools to carry out a women's safety audit
- An online tool for recording and comparing the results of your women's safety audits

We will send you further information when an activity is ready.

BCFW MEMBERS

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

ABT Associates	Paradise Foods Company Limited
Anitua	Peopleconnexion
ANZ Bank	PHAMA Plus Program PNG
Ashurst	PNG Chamber of Commerce & Industry
Bank of Papua New Guinea	PNG Chamber of Mines & Petroleum
BSP Financial Group Limited	PNG Football Association
Barrick (Niugini) Limited	PNG Mining and Petroleum Hospitality Services
Black Swan PNG International	PNG Namba Wan Trophy Limited
Budget Rent a Car	PNG Ports Corporation 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	R & A Marine Services Ltd
Digicel PNG Limited	Research Triangle Institute (RTI) International
DFJ Digital Marketing	Rhodes PNG
Exxon Mobil PNG	Royal Papua Yacht Club Inc
Fresh Foods Produce	Santos
G4S Secure Solutions Ltd	Simberi Gold Company Limited
Hastings Deering (PNG) Limited	SMEC PNG Limited
Heleconia Investment Limited	South Pacific Brewery Limited
International Education Agency	Solar Solutions
Johnstaff International Development	Steamships Trading Company Limited
Kina Securities Limited	Steel Industries Limited
KPMG	Swire Shipping
Kumul Hotels Limited	TE (PNG) Ltd
Lae Biscuit Company Ltd	Tetra Tech International Development Pty Ltd
Lamana Development Limited	The Pacific Star (The National)
Leahy Lewin Lowing Sullivan Lawyers	Tininga Limited
Melanesian Trustee Services Ltd	Tohouwa (PNG) Ltd- Fairprice
MiBank Limited	Tok Stret Consulting
Milne Bay Organics	Total Energies EP PNG Limited
Nambawan Super Limited	Total Waste Management Group
National Capital District Commission	Verge Limited
National Superannuation Fund Limited	Water PNG Limited
New Britian Palm Oil Limited	Westpac Bank
Northbuild Construction Limited	WINGS Education
OK Tedi Mining	
Palladium Group	

Associate Members

Australian High Commission
Department of Information & Communications Technology
International Education Agency
Leprosy Mission PNG
Mary Help of Christian Technical Institute
PNG Auditor General's Office
Transparency International PNG
Women in Coffee Association



Business Coalition for Women

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