



# NEWSLETTER

H A P P Y  
I N T E R N A T I O N A L  
W O M E N  
Day

THEME: "RIGHTS . ACTION . FOR ALL WOMEN AND GIRLS ."

## INSIDE THIS ISSUE

- International Women’s Day 2026
- Message from our Executive Director
- Strengthening Women, Protecting Rights: A Multi-Sectoral Dialogue for National Women’s Day
- National Women’s Day 24<sup>th</sup> March
- Quarter 1 Highlights - Pillar 3 & 4
- Member company spotlight - BSP
- Respectful Workplaces Package Flyer

## International Women’s Day 2026

International Women’s Day highlights this year’s theme: **Fairness, Justice, and Equality.** For BCFW, these are not just ideals; they must be the reality for every woman in Papua New Guinea.

True equality requires a legal foundation that actively empowers. This is why our advocacy for Employment Act Reform is paramount.

We are bridging the gap between outdated laws and the modern workforce through three pillars:

- **Safety:** Eliminating

- workplace harassment through robust legal measures.
- **Economic Justice:** Securing job protection for mothers and caregivers.
- **Inclusive Growth:** Aligning national labour laws with international equity standards.

By dismantling systemic barriers, we create a more stable, productive society.

Together, we are building a foundation of justice where every woman and girl can truly thrive.

## EMPOWERING WOMEN IS SMART BUSINESS!

ECONOMIC OPPORTUNITIES AND PARTICIPATION OF WOMEN

WOMEN IN LEADERSHIP AND DECISION MAKING

PREVENTION OF GENDER BASED VIOLENCE AND WORKPLACE SAFETY

KNOWLEDGE CREATION AND SYSTEMS CHANGE



# Message from our Executive Director



Dear Members and Partners,

As we close the first quarter of 2026, I find myself reflecting on the incredible momentum we have built together. It has been a season of both growth and transition, marked by a renewed commitment to ensuring that Papua New Guinean workplaces

are safe, inclusive, and equitable.

A significant highlight this quarter has been our continued and fruitful discussions with the management team at PNG Ports regarding the Strongim Stretpla Pasin Program.

This ongoing Gender Equality, Disability, and Social Inclusion (GEDSI) initiative remains a cornerstone of our efforts to embed respectful workplace cultures. In tandem, we were thrilled to launch Cohort 21 of the Senior Executive Women's Program this month. Welcoming these determined leaders is always a highlight of our calendar.

The rollout of our Family and Sexual Violence (FSV) Education

Sessions has provided vital tools for staff to recognise and respond to violence, reinforcing the message that safety is a shared responsibility.

On the policy front, our advocacy for the reform of the Employment Act continues. We are actively engaging with stakeholders to ensure that legislative updates—particularly around paid maternity leave—reflect the realities of the modern workforce.

Finally, I am pleased to announce that Olive Imatana has transitioned into a pivotal new role as our Diversity and Inclusion Program Lead. This is a shared position between BCFW and the Strongim Wok Long Technical and Vocational Education and Training (SWLT) program Palladium.

Olive will ensure that GEDSI principles are integrated into TVET systems and employer partnerships, strengthening inclusive skills training and improving employment outcomes for women.

Thank you for your unwavering support. Together, we are not just discussing change; we are implementing it.



## SENIOR EXECUTIVE WOMEN'S PROGRAM

# 2026

Cohort 22 starts on Tuesday, 19<sup>th</sup>  
of May, 2026

Registration for Cohort 22 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

**EMPOWERING WOMEN IS SMART BUSINESS**

# Strengthening Women, Protecting Rights: A Multi-Sectoral Dialogue for National Women's Day

On 24 March 2026, we partnered with the Human Rights Secretariat under the **Department of Justice & Attorney General (DJAG)** to host a breakfast forum at the Gateway Hotel.

Supported by the Australia-Papua New Guinea Law and Justice Partnership (APLJ), the event centered on the theme: **Strengthening Women. Protect Rights. Build Papua New Guinea.**

## Legislative Reform & Economic Empowerment

A primary focus of the forum was the modernisation of the Employment Act. Evonne Kennedy detailed essential legislative updates designed to transition PNG toward global labor standards. These reforms are viewed as essential drivers for national economic empowerment:

- **Introduce 14 weeks paid maternity leave:** Shifting from the current 6-week unpaid leave (Clause 100) to a proposed 14 weeks of paid maternity leave.

- **Introduce paid paternity leave for fathers:** For each parent, addressing the current total absence of such provisions.

- **Prohibit dismissal of pregnant workers with no exceptions:** This would remove the current exception in Clause 100 that allows dismissal if an employee has served less than 90 days.

- **Remove discriminatory provisions limiting women's work in the economy, specifically:**

- **Clause 98:** Which prohibits women from underground mining and heavy labor.
- **Clause 99:** Which bans women from industrial work at night (6:00 PM to 6:00 AM).

- **Include a clear definition of sexual harassment** with straight forward employer obligations.

## Strategic Roadmaps Institutional Leadership

Diane Kambanei provided an in-depth briefing on the recently launched **Gender-Based Violence (GBV) Strategy**, outlining a roadmap for a safer, more equitable future.

The forum also featured "Institutional Reflections" from prominent leaders within the **Office of the Public Prosecutor**, the **Constitutional Law & Reform Commission (CLRC)**, the **Legal Training Institute (LTI)**, the **Office of the State Solicitor**, and the **BCFW** Board. These leaders shared milestones that underscore the progress of women within PNG's legal and justice sectors.

## Conclusion

As we conclude the first quarter of 2026, the dialogue reinforced that the Human Rights Strategic Plan is foundational to nation-building.

By aligning the Private and Public sectors, these reforms ensure that the contributions of Papua New Guinean women are protected by robust, modern institutional frameworks.

*Lae em city bilong yumi.  
Yumi wok bung wantaim  
ong mekim ples i kamap  
seif."*



## THIS INITIATIVE RELIES ON FANTASTIC PARTNERSHIPS SUCH AS:

- **TE PNG Limited** for the installation of the CCTVs
- **Digicel Pacific** for supplying and taking on the costs of the SIM cards.
- **Tok Stret Consulting Ltd** support in coordination
- **Chemcare Group** - CCTV on Property
- **The Salvation Army** - CCTV on Property
- **Venture Properties** - CCTV on Property
- **Professionals PNG** - CCTV on Property
- **Zenara Trading** - CCTV on Property
- **Swire Shipping** - BCFW Office space
- **Australian Consulate-General, Lae** - Venue support for working group
- **Lae City Authority** - Initiative Support



·BCFW·  
Business Coalition for Women

# National Women's Day 24<sup>th</sup> March



# Quarter 1 Highlights

## Strengthening Safety Through Partnership: The Lae Seif Komuniti Trensport Initiative

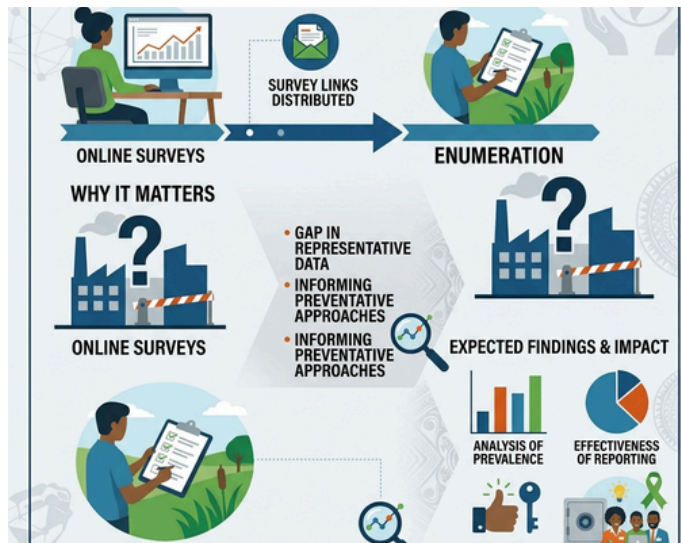


The Lae Seif Komuniti Action is already under way, Trensport Initiative held its inaugural Technical Working Group meeting at the Australian Consulate-General. This session united public and private sector partners to address safety concerns within Lae’s public transport network.

Discussions focused on last year’s survey findings, highlighting the need to tackle harassment, petty crime, and unroadworthy vehicles. We look forward to working with the Lae Police, Lae City Authority, and Road Transport Authority to build a safer, more inclusive transport system for everyone in our community.

## Evidence-Based Action: A Research Update on Workplace Sexual Harassment

This quarter, our team is conducting a vital data collection exercise to better understand the prevalence of workplace sexual harassment. By engaging with member companies through online surveys and direct enumeration, we are gathering the evidence needed to foster safer professional environments. Our research aims to bridge this gap, providing a clear, data-driven foundation for informed decision-making. Strict measures have been prioritised to ensure participant anonymity and data accuracy. Once analysis is complete, the findings will shed light on the effectiveness of reporting mechanisms and promising measures for inclusive workplaces. Stay tuned for the official report launch next quarter.



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**EMPOWERING WOMEN IS SMART BUSINESS**



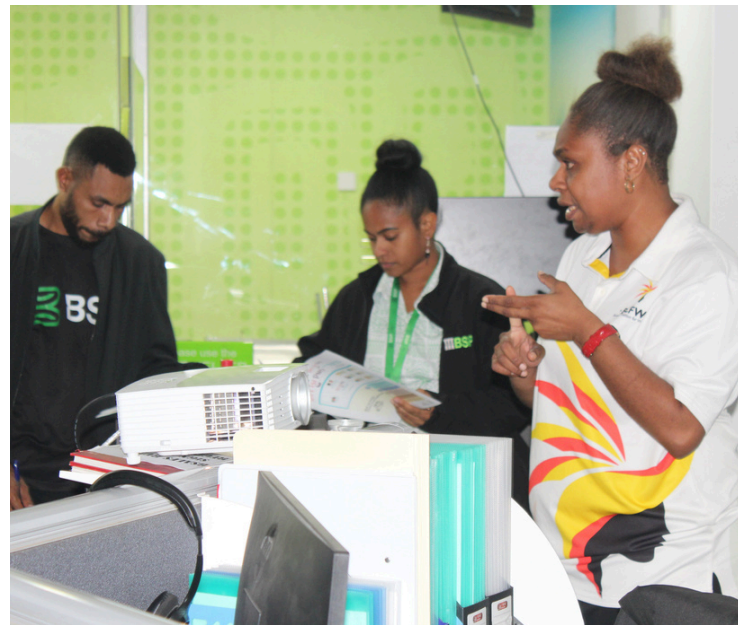
# Supporting Staff Wellbeing: FSV Education Rollout at BSP

This month, we successfully rolled out a series of comprehensive Family and Sexual Violence (FSV) education sessions for BSP staff across its Port Moresby branches. These sessions are an integral component of the service package provided to BCFW member organisations, specifically designed to foster informed, empathetic, and supportive workplace cultures.

The training provided staff with a clear understanding of the complexities surrounding FSV and its direct impact on the workplace. Rather than focusing on theory alone, the sessions offered practical guidance on how to identify the signs and navigate the appropriate support pathways defined within company policy. For many employees, the workplace represents a critical point of safety; ensuring that colleagues and managers are equipped with the right information is a vital step in proactive risk mitigation and survivor support.

By facilitating these sessions, BSP is strategically utilising its membership benefits to strengthen internal capacity and reinforce its commitment to holistic employee wellbeing. This initiative ensures that their staff at all levels—from frontline officers to senior management—are fully aware of the resources available and understand the bank's firm stance on maintaining a safe environment. Furthermore, these trainings empower personnel to act as internal advocates for change, creating a resilient network that prioritises personal safety and collective accountability.

We encourage our member organisations to reach out to us to coordinate their own complimentary education sessions as part of their ongoing membership commitment and commitment to workplace safety.



## FREE 1-HOUR EDUCATION SESSIONS

Are you a BCFW member company? Have you secured your spot for free education sessions?

Book Now!

For More Information contact us on:

POM: 7459 3108 / 7740 5410 LAE: 7164 0492

communications@pngbcfw.org



# Respectful Workplaces Package Flyer

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## RESPECTFUL WORKPLACES MODEL POLICY AND IMPLEMENTATION PACKAGE



END WORKPLACE VIOLENCE

### What Your Company Will Receive



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

# Poroman Walkabout Wantaim Program



Contact us for more info  
323 0310/ 7459 3108 / 7740 5410



## Units Covered:

- ✔ Unit 1: Introduction - Setting Expectations. Exploring Concerns - Gender Basics
- ✔ Unit 2: Understanding how we behave (& don't behave) as men.
- ✔ Unit 3: Exploring how expectations of masculinity can be difficult.
- ✔ Unit 4: Exploring how and why we place value on what men and women do.
- ✔ Unit 5: Committing to becoming an ally at work and home.
- ✔ Unit 6: Taking Action at Work and Home.

# 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



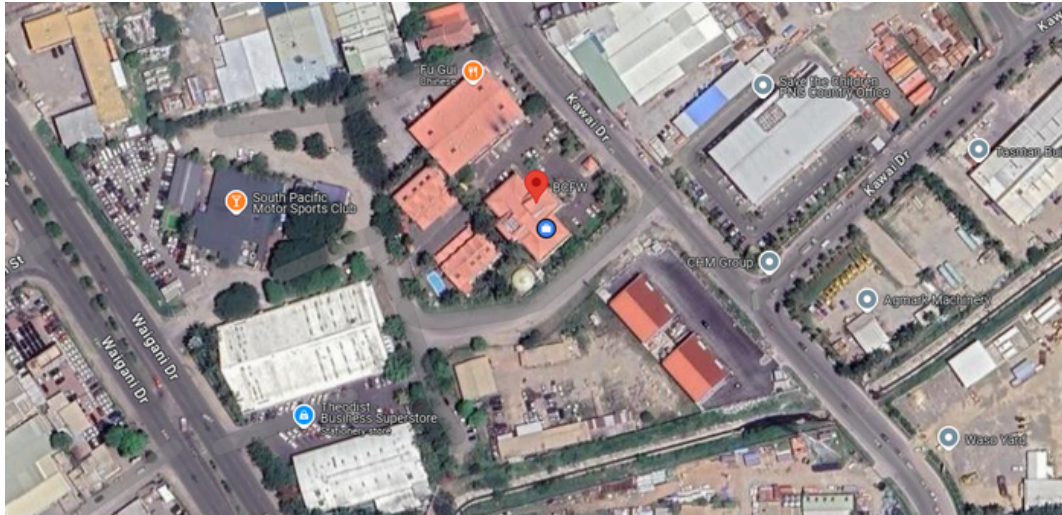
·BCFW·  
Business Coalition for Women

# Our Members





·BCFW·  
Business Coalition for Women



### Our Residential address:

**Iaraguma Haus**, Level 1, Kawai Street, Hohola, Section 038,  
Lot 30. Opposite Sunshine Hardware and CHM Corporate Building, Next to Fu Gui restaurant.

### Our Mailing Address:

P.O Box 1256, Port Moresby, 121, Papua New Guinea

**Mobile:** +675 7459 3108 | **Landline:** 323 0310

**Email:** [communications@pngbcfw.org](mailto:communications@pngbcfw.org)

**Website:** [www.pngbcfw.or](http://www.pngbcfw.or)

*The Business Coalition for Women is supported by the Australian Government in partnership with the Government of Papua New Guinea as part of the PNG Women Lead Program.*



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