

PNG BUSINESS COALITION FOR WOMEN NEWSLETTER



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BCFW Delivers Respectful Workplaces Training to IFC Meri Save Trades Companies

The Business Coalition for Women (BCFW) successfully piloted its revised Respectful Workplaces training package in May, delivering a 2-day Bullying and Sexual Harassment Training to 19 participants from the 11 International Finance Corporation (IFC) Meri Save Trades Companies. The training covered:

- Bullying and sexual harassment
- Survivor-centred responses
- Complaint handling and resolution
- Bystander intervention

This pilot marks an important step in strengthening both the private and public sector organisations to address workplace misconduct and promote a culture of respect. BCFW will be rolling out the revised training package to its member companies, with a combined session scheduled for October. If your company is interested in this training, contact BCFW to register or book a 1-hour staff education session.

Together, we can build workplaces that are safe for all.

Poroman **Walkabout** Wantaim (Men as Allies) Program

Over 12 weeks, participants will cover the following topics:

- Understanding Gender Basics and Expectations
- Exploring Male Behaviour and Communication
- Examining the Impact of Masculine Expectations
- Valuing Diverse Contributions
- Committing to Allyship at Work and Home

The journey continues with a month of training focused on practical Poroman actions.





Message from our Executive Director



At BCFW, our commitment to workplace equality continues to be driven by bold advocacy and practical action. This quarter, we sharpened our focus on ensuring that conversations about safety, respect, and inclusion are not just heard, but acted on. Sexual harassment remains one of the most persistent and harmful barriers to women's full participation in the workforce.

While many organisations have policies in place, we know that shifting behaviour requires more than compliance – it demands courage and collective responsibility, that's why we're proud to have launched our Bystander Campaign, equipping employees with the tools to safely intervene and foster a culture of respect. You can watch the campaign video [on our LinkedIn](#).

As part of our advocacy work, we also convened the Inclusive Labour Policies forum in partnership with the ICR Facility, bringing together voices from government, the private sector, and civil society.

The forum focused on policy reforms to improve workplace protections – including paid parental leave, pregnancy protection, and the removal of outdated job restrictions for women, these reforms are essential to enabling fairer and more inclusive employment pathways across Papua New Guinea.

Our work is only possible because of the continued engagement of our members and partners, who are taking real steps toward transforming workplace norms. Every time you invest in training, challenge assumptions, or create space for women's leadership, you are helping shift the balance – not just for today, but for the future.

Thank you for walking this journey with us. There's still work to do, but we're moving forward together.



BOOK NOW!

FREE ONE (1) HOUR FAMILY & SEXUAL VIOLENCE (FSV) EDUCATION SESSION & FREE ONE (1) HOUR ANTI-SEXUAL HARASSMENT (ASH) EDUCATION SESSION

📞 323 0310/ 7459 310

✉️ communications@pngbcfw.org

Offer applies to BCFW members only.



Advancing Workplace Equality in PNG



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BCFW
Business Coalition for Women
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On May 13th, 2025, the Business Coalition for Women (BCFW), in partnership with the Investment Climate Reform (ICR) Facility, hosted a vital Informative Breakfast Forum at Lamana Hotel, Port Moresby, under the theme **“Advancing Inclusive Labour Policies: A Path to Gender Equality in Employment and Business Growth in PNG”**.

The event united voices from government, civil society, and the private sector to tackle key workplace equality issues like paid parental leave, protection from pregnancy dismissal, and ending outdated gender-based job restrictions.

The forum included a panel with a company HR Manager, a Public Employees Association rep, and a Gender-Based Violence specialist.

The panelists highlighted real-life challenges faced by working parents and women, emphasizing how weak policies increase workplace vulnerability.

Discussions and attendees also explored international best practices, noting how comprehensive parental leave and anti-discrimination laws have boosted employee well-being and productivity in other countries. A key takeaway was the essential role of both the public and private sectors in driving legislative change.

Actionable strategies included advocating for policy reforms to labour laws (ensuring paid parental leave and pregnancy protection), encouraging private sector leadership in adopting progressive policies, and launching awareness campaigns.

The forum concluded with a commitment to ongoing action. Participants expressed optimism that continued collaboration and advocacy will greatly advance workplace equality in Papua New Guinea, fostering a more inclusive and productive workforce.



Steamships Champions Safer Workplaces



As part of its ongoing commitment to creating safer workplaces and communities, Steamships recently hosted a two-day Family and Sexual Violence (FSV) Workplace Contact Team Training at its Port Moresby headquarters on 21–22 May.

The training was delivered by the BCFW under the Steamships–Belisi PNG partnership. This annual initiative forms a critical component of Steamships’ sensitisation program, aimed at equipping FSV focal points across the organisation with the knowledge and skills to provide effective support.

In her closing remarks, Andu Rawali, former Group Head of HR at Steamships, shared the broadening internal capacity:

“We want at least two people trained from every department, division, and branch. The high rates of FSV in our communities are spilling into workplaces, affecting staff performance and wellbeing. As the Steamships family, we care for each other.”

By training new focal points, we can strengthen the support network across the business.”

With support from BCFW, 12 participants took part in the training to strengthen workplace response to family and sexual violence (FSV).

The session covered key concepts of FSV, how to respond to disclosures, and referral pathways. Participants also mapped local support services, helping strengthen Steamships’ ability to support affected staff.

This training reflects Steamships’ commitment to workplace safety and wellbeing. Organisations interested in similar support can contact BCFW.



Quarter 2 Highlights - Pillar 1 & 2

Men As Allies: Hastings Deering Complete First Poroman Walkabout Wantaim Training

Hastings Deering successfully completed its first Poroman Walkabout Wantaim (PWW) Men as Allies training on 2 April 2025, in partnership with BCFW. Over the 12 weeks, participants explored key topics including:

- Understanding Gender Basics and Expectations.
- Exploring Males' Behaviours and Communication.
- Examining the Impact of Masculine Expectations.
- Valuing Diverse Contribution.
- Committing to Allyship at work and at home.

After the 12 weeks, follow up sessions were held to assist participants in developing roadmap plans to raise awareness within their respective teams in the organisation. A formal certificate presentation was held on 25 April, with General Manager Mr. John Hendry awarding certificates to ten (10) participants.

In his remarks, he thanked BCFW and Hastings for their partnership in promoting gender equity, diversity, and inclusion in the workplace.



BCFW's Completes its 17 Senior Executive Women's Program and Launches the 18

Cohort 17 of the Senior Executive Women's Program, the first for 2025, concluded in May. The program began in March, with 15 women completing the course with one participant describing it as "empowering and motivating," with guest speakers and peer sharing bringing sessions to life. Cohort 18 started the same month with 16 women from diverse industries, including banking, media, law, government, and hospitality.

This year as part of our ongoing effort to strengthen leadership capabilities, BCFW introduced the Environment, Social, and Governance (ESG) framework into the program to strengthen participants' capacity for responsible and sustainable leadership.

The coalition would like to acknowledge and thank **MiBank** for their sponsorship support for printing course booklets for Cohorts 18 to 20



Poroman Walkabout Wantaim (Men as Allies) Program

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The journey continues with a month of training focused on practical Poroman actions.



Quarter 2 Highlights - Pillar 3 & 4

BCFW Delivers 13 FSV and Sexual Harassment Awareness Sessions Across PNG

This quarter, the Business Coalition for Women conducted 13 one-hour education sessions with six partner companies, focusing on critical workplace safety topics. Of these, 10 sessions addressed Family and Sexual Violence (FSV), while three covered workplace sexual harassment (ASH).

The sessions were delivered to staff from:

- Tininga
- Credit Bank
- SMEC
- Daughters of Mary
- Westpac

Participants joined from across Mt Hagen, Kokopo, Lae, Alotau, and Port Moresby, with sessions offered both in person and virtually via Microsoft Teams, allowing for flexible participation.

These complimentary sessions provided participants with a foundational understanding of FSV and ASH, including their implications in the workplace and the internal and external support pathways available to employees.



BCFW Shares Labour Market Insights at BCEP All Partners Forum

On the 5th of June, BCFW presented its **Labour Market Research** at the 5th Building Community Engagement in PNG Program (BCEP) All Partners Forum in Lae. The event brought together a diverse group of partners—including church associations, CSOs addressing sorcery accusation-related violence (SARV) and more, to reflect and share learning.

BCFW's presentation focused on key findings such as PNG's 13.7% gender earnings gap and the impact of family care responsibilities on women and men's ability to participate in the workforce. These insights sparked meaningful discussion on the need for policy reform to advance economic opportunities for women across the country.



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Quarter 2 Highlights



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Business Coalition for Women

BCFW Launches Bystander Campaign Video

At BCFW, we believe that real change begins with everyday actions. This quarter, we proudly launched our Bystander Campaign – empowering employees to safely intervene and foster respectful workplaces.

Bystander intervention is a voluntary act that can stop harmful behaviour before it escalates, support those affected, and send a clear message that harassment will not be tolerated.

Whether it's calling out a joke that crosses the line, checking in on a colleague, or reporting an incident, every action counts.

We are grateful to the IFC – International Finance Corporation and the Australian Government for their support in making this campaign and its powerful video possible. Together, we are building safer, more inclusive workplaces across Papua New Guinea.

SEWP Networking Event: Fixing the Broken Rung

BCFW recently hosted a successful networking event for participants and alumni of the Senior Executive Women's Program (SEWP), bringing together Cohorts 16, 17, and 18 alongside partners, board members, and supporters.


Held on June 27th and proudly sponsored by PNG Ports Corporation, the event was themed "Fixing the Broken Rung"—highlighting the barriers women face in stepping into leadership roles.

Guest speaker Neil Papenfus, CEO of PNG Ports, reinforced the importance of creating supportive environments for women to thrive. "Empowerment means equipping people—especially women—with the resources and support they need to lead. Breaking barriers is a shared responsibility". BCFW thanks its partners and members for their support in advancing women's leadership in PNG.



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Safety Talk : Protecting Children

Talking to children about personal safety, especially around the issue of sexual violence is important to protect them.

What Parents Can Say



"A bigger person should never force or try to look at, feel or touch your private parts."



"Private parts are parts of your body that you use clothes, or diapers to cover."



"It is okay to say 'no' or 'stop' if you don't like how someone is touching or talking with you."



"Tell mummy and daddy about anyone touching you inappropriately."



"Do not follow anyone to any place where not many people are around."



"Always ask before touching someone else."



Teach children to speak to an adult if someone touches them inappropriately

1 Create safe space

Create an environment where your child feels safe discussing any topic, including uncomfortable and frightening subjects.

2 Keep conversation simple

Explain about safe and unsafe touches everyday. Point out touches in safety situation and touches in unsafe situation.

3 Explain body parts

Explain each of the body parts including the private parts. Also, differentiate to your child between private parts and public parts.

4 Explain about warning signs

Teach your children to recognize unacceptable behaviors that might indicate that someone is trying to cross their boundary.

**If you or someone you know is experiencing violence or needs support, please contact:
1-Tok Helpline (Helpim Lain): 7150 8000**

1. Jasmine. T. (2015). A Parent's Guide to talking to children about safety.

2. Safe and Unsafe Touches .(2020). pp.1-3.

3. <https://www.bing.com/ck/a?!&&p=7b136743f6d003f22>



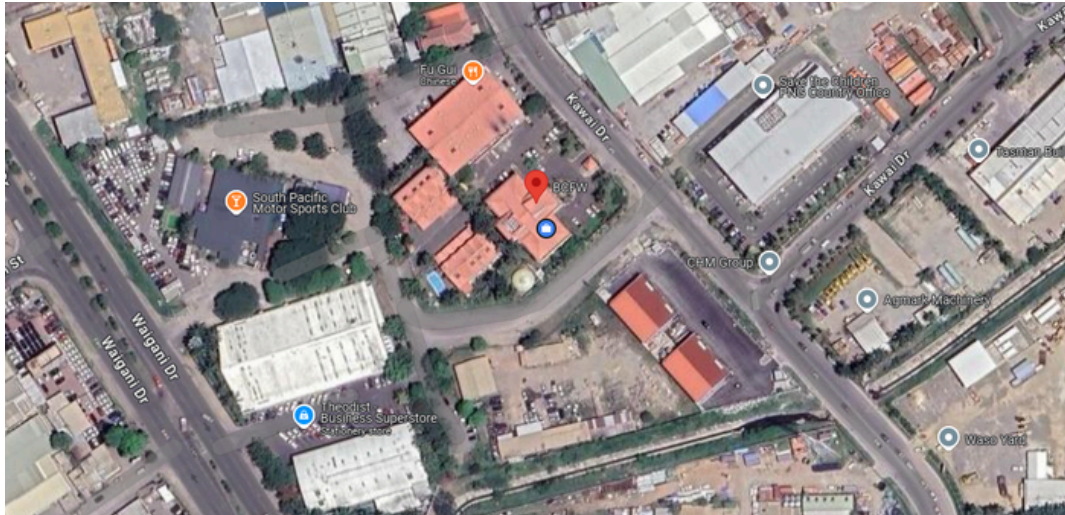
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Our Members





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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.



BCFW SENIOR EXECUTIVE WOMEN'S PROGRAM



**COHORT 20 - POM OFFERING COURSE COMMENCEMENT DATE: SEPTEMBER 17TH, 2025
REGISTRATION ENDS: SEPTEMBER 1ST 2025 - LIMITED SPOTS AVAILABLE!**