

2015 International Women's Day: BCFW Make It Happen



Origin Energy Staff and Dealer at the IWD Breakfast 2015. Lesieli Taviri, CEO Origin Energy PNG and Papua New Guinea Women's Forum Chair BCFW, Keynote Speaker CPL Group IWD 2015: 09-11 March 2015. Women In Leadership Programme Launch.

BCFW Appoints First Executive Director

BCFW has appointed its first Executive Director, with Coalition Chairperson Lesieli Taviri announcing Leonora Morgan has been selected to take up the role. Ms Morgan joins the Coalition following a distinguished career in the finance, banking and community sectors. She was selected from a strong field of candidates to

oversee the Coalition's operations, drive membership and promote the organisation as Papua New Guinea's key national centre for information and advice on women and business.

"It's an honour to be appointed as the Coalition's first Executive Director and to be part of our country's pioneering collective effort to positively change society and address challenges our women face in the workforce," said Ms Morgan. "I'm looking forward to growing the Coalition's relationships with member businesses, partners, and community groups while cementing its role as PNG's gender-smart business advisory".

Ms Morgan joins the Coalition after more than six years in corporate lending at ANZ Banking Group (PNG) Limited. Prior to this she led the United Nations Development Programme's finance team in Papua New Guinea, coordinating financial services for United Nations agencies, and has also held positions at Bank South Pacific and Shell (PNG) Limited. She is from Papua New Guinea and holds qualifications in Business with a major in Accounting from Griffith University, Australia.

"The Coalition exists to drive change and make opportunities for women where they don't currently exist, so the Board was looking for a very strong manager and visionary leader to take up the Executive Director post," said Coalition Chairperson Lesieli Taviri. "In Leonora, we

found these things and more – and I'm confident we will see the Coalition really thrive with her at the helm."

Launched in March 2014, the Business Coalition for Women is a registered membership organisation that supports PNG's private sector to recruit, retain and promote women. It is distinctive because it is a coalition for women, not of women; half of the Coalition's Board members are men who are firmly committed to advancing women's rights, career development and income. The Coalition was established by IFC, a member of the World Bank Group, and is supported by the Australian and New Zealand governments under the Pacific Partnership.

"It's very pleasing to see world-class leadership established at the Coalition, and some good early results such as the country's first model HR policy on Family and Sexual Violence launched recently," said IFC's Senior Gender Specialist, Amy Luinstra. "The Coalition is certainly gaining momentum and readying PNG for change – and it's also getting attention from people in other countries who are keen to learn from the Coalition and potentially replicate the model."

Since it was established last year, the Business Coalition for Women has attracted more than 50 members. Businesses of all sizes who are operating in Papua New Guinea are encouraged to join.

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New Britain Palm Oil takes the honours for best BCFW White Ribbon Day Campaign for 2014



BCFW is proud to announce New Britain Palm Oil as the winner of the 2014 White Ribbon Day Contest. NBPOL conducted their White Ribbon Day activities beginning on November 26th and throughout the 16 days of activism. Their activities included an email campaign to all staff; team events; traditional dress and custom themed activities; public talks and presentations to raise awareness about how violence against women negatively affects women (and men) at home and in the workplace; endorsement by top management of

the White Ribbon anti-violence message and calls for action against violence. BCFW congratulates NBPOL for their great work and looks forward to continuing to support the company in its promotion of gender equality.

NCS was recognised as the second place winner, and Anitua a close third. Both NCS and Anitua conducted a wide range of activities at their various business sites across PNG, including morning tea toolbox talks on GBV as a workplace safety issue with white ribbon themed cakes. Some businesses included skits as part of their morning tea. One of the businesses held a morning tea and educational talk on GBV at a local school. Employees signed certificates declaring the belief that GBV hurts the whole family. NCS delivered white ribbon cupcakes to business partners

and gender-based violence service providers including the police, magistrate, hospital, landowners association and Newcrest Mining.

Origin Energy and Westpac also received an honorable mention for their awareness raising activities. At Origin Energy all staff stopped work for one hour to engage in community awareness programs, including a morning tea and outdoor community education session demonstrating the social impact of violence against women. A local youth group was engaged to present a creative drama demonstrating the different forms of violence against women and its impact on families. The program attracted over 100 children and adults from the nearby residential community. At Westpac staff were encouraged to wear white and an awareness raising morning tea was held for all staff.



Photos submitted by companies as part of the White Ribbon Day Campaign

THE GENDER SMART COMPANY

Women's Empowerment Principles: *Equality Means Business*

The Women's Empowerment Principles offer practical guidance to business and the private sector on how to empower women in the workplace, marketplace and community. Developed through a partnership between UN Women and the United Nations Global Compact, the Principles are designed to support companies in reviewing existing policies and practices—or establishing new ones—to realise women's empowerment.

The Principles emphasise the business case for corporate action to promote gender equality and women's empowerment and are informed by real-life business practices and input gathered from across the globe.

The 7 principles, which are aligned with BCFW's core principles are:

1. **Establish high-level corporate leadership for gender equality**
2. **Treat all women and men fairly at work—respect and support**

human rights and nondiscrimination.

3. **Ensure the health, safety and well-being of all women and men workers.**
4. **Promote education, training and professional development for women.**
5. **Implement enterprise development, supply chain and marketing practices that empower women.**
6. **Promote equality through community initiatives and advocacy.**
7. **Measure and publicly report on progress to achieve gender equality.**

CEOs from around the world sign on to the principles and make Statements of Support, whereby they publically align company policies to advance gender equality. By signing these

statements of support, CEOs signal their intention to integrate and implement the 7 Principles from their boardroom, to the workplace, along the supply chain and into the community.

On March 10th the UN WEPs annual event will be held at the United Nations Headquarters in New York, where the 2015 WEPs CEO Leadership Awards will be announced. These awards recognise business leaders for their exceptional championship of gender equality and support for the Women's Empowerment Principles. The Awards salute concrete and innovative actions taken to advance the 7 Principles. *Sign up now and you could be among the next globally recognized WEP CEO Leaders.*

To receive a CEO Statement of Support packet or to sign your company up to the Women's Empowerment Principles go to: <http://www.wepprinciples.org/Site/HowToSign/>

BCFW Working Group on Addressing Violence roles out guidelines for implementing the model policy on family and sexual violence and the workplace

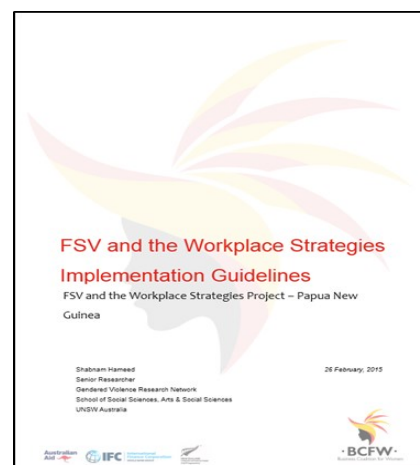
The purpose of these guidelines is to assist businesses in PNG to implement workplace policies to address the impact of family and sexual violence on the workplace. They provide guidance on how to tailor the Model Policy on Family and Sexual Violence - launched in November 2014—to your businesses unique size and needs.

The guidelines were developed by the University of New South Wales, Australia, and the Pacific Adventist University, PNG. BCFW would like to recognise and thank the following members who provided input to the

guidelines through focus groups and interviews with employees: Air Nuigini, Digicel, ExxonMobil PNG Ltd; Nationwide Microbank Ltd, NCS, Origin Energy, Port Moresby Chamber of Commerce, PNG Power Ltd, South Pacific Brewery Ltd, Steamships Trading, and Westpac.

Over the next few months the Coalition is rolling out training and consulting services to support member businesses work through these guidelines and to help member businesses successfully implement the model policy. If you are interested in

learning more about the services available, please contact the BCFW Secretariat at bcfw@ifc.org.

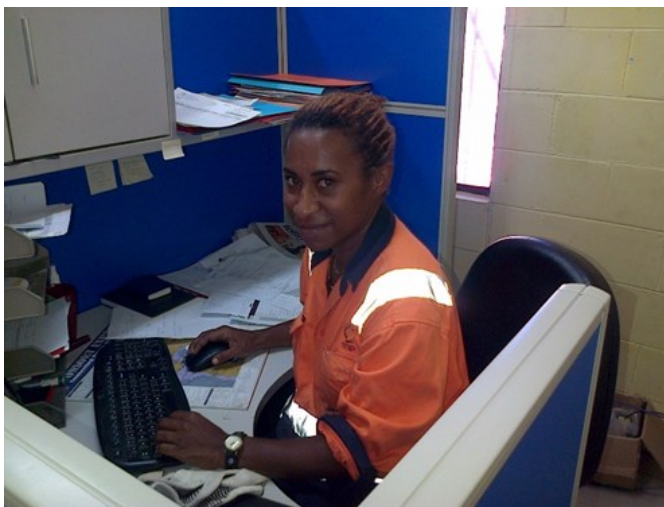


Breaking stereotypes: Interview with Selinia Garap, Highlands Manager, Origin Energy

What gets you up every morning? I love what I do, the challenge of making a difference in the way we operate so we can do things more efficiently, to get more value from our 8hrs and to ensure a safe workplace where everyone looks forward to come to work each day. When I have wins, I look forward to more wins, when I have bad days, I look forward to the next day so that I can do better from the lessons learnt yesterday.

Your aspirations for your career progression? I have always been an achiever in my academic and professional paths. Growing up with my mum, who has always been a strong women's advocate and visionary for empowering women, I have always tried to be an inspiration to other girls and women. In my career as a mechanical engineer, I have achieved the status of being among a group of only 5 female Fleet Reliability Engineers/Specialists, and one of a handful of female LPG engineers in the world. For me, the sky is the limit, I am all for breaking social barriers and proving to myself that I can be the best at what I do.

Opportunities you see being a woman in your industry/profession? My current employer, Origin Energy, is an equal opportunity employer and supports us to realise our career potential, which is evident in the rising number of female managers in the Company, and especially working closely with our General Manager, who is also a very successful career woman and role model. As a technical career woman, there is always the "first impressions last" challenge that I always encounter in my work. I deal with a lot of men in a male dominated industry/profession and most times when I meet seasoned engineers, they have this look that says "let's see what she knows". So the challenge to always rise up and above these



expectations and stereotyping is always there. I see a lot of opportunity for myself to progress in my career in this industry, and to make a difference not only in the industry but also to make a statement and to pave the way for other aspiring female professionals to follow.

Advice to women aspiring to progress through the leadership ranks in their organisations? My advice is to believe in yourself and have the right attitude. As long as you can take professional criticism and use it to your advantage, and be able to differentiate between professionalism and taking things personally, the sky is the limit.

How you manage work and home? My family is very supportive and help me manage my home so that I can concentrate on and manage my work better without unnecessary hassle - most of what I am today and what I have achieved is because of the constant support and encouragement from my family.

Join the Business Coalition for Women

Empowerment of Women Is Smart Business

"Holding back women holds back everyone in PNG. Together, the Business Coalition for Women has a sound collective voice to shape policy and public debates and drive change in and through the private sector, which is where most people are employed"

Business Coalition for Women Patron, Lady Winifred Kamit

The aim of the Business Coalition for Women is to be the innovative, relevant and inclusive driver of business growth through positive change for Women in Papua New Guinea.

- ◇ Develop Gender Smart Workplace Policies and Practices
- ◇ Promote Women's Leadership
- ◇ Expand opportunities for women-owned businesses in supply chains
- ◇ Address Violence

Application Form for BCFW Membership

To apply you must be a registered business entity established and operating according to the laws of PNG or a registered body corporate representing the interests of the private sector.

*Name of Company: _____

*Mailing Address: _____

*Industry: _____

*Total Number of employees: _____

*Number of Women Employees: _____

Nominated Representative:

Title: Mr Mrs Miss Ms

Name: _____

Position: _____

Mobile of contact: _____

Office phone: _____

Fax: _____

Email: _____

Website address: _____

1. Do you have the following policies or practices in place?

- ☐ Non-discrimination in hiring/promotion policy
- ☐ Family and Sexual Violence policy
- ☐ Training program for high potential women
- ☐ Mentoring Program
- ☐ Flexible working hours
- ☐ Transportation assistance
- ☐ School fee loans or assistance
- ☐ Scholarships for education completion and/or higher education
- ☐ Child care assistance
- ☐ Any other policy or program targeting or benefiting women employees (please list) _____

2. Women in leadership positions:

- Number of women on your board of directors: _____ women out of _____ total board members.
- Women CEO: ☐ Yes ☐ No
- Number of women in top management positions (report directly to CEO): _____ out of total top managers: _____.
- Number of women in upper management (report to top management): _____ women out of _____ total staff in upper management.

(a) Gender Smart Policies and Practices

Name: _____

Email: _____

(b) Promoting Women in Leadership

Name: _____

Email: _____

(c) Expanding opportunities in BCFW's supply and distribution networks

Name: _____

Email: _____

(d) Addressing Violence

Name: _____

Email: _____

(If nominated staff is unknown at this time, please select the working groups that are of interest and the BCFW secretariat will contact you for nominations).

If you are unable to complete this form in full, please complete all questions marked with * and provide the contact details of the person we can contact to complete this information.

Name: _____

Phone: _____

Email: _____

Annual Membership Dues, 2015

Small companies (under 50 employees): K500

Medium (51 to 500 employees): K1,000

Large (over 500 employees): K1,500

Group (two or more companies): K2,500

Working Groups

If you would like to be involved in any of the BCFW working groups, please include the name and contact details of the nominated staff member:

Declaration

On behalf of _____ I hereby wish to
Insert company name

apply for membership of the Papua New Guinea Business Coalition for Women.

If accepted as a member of the Papua New Guinea Business Coalition for Women, I hereby agree and accept that my membership is conditional upon compliance with the Rules of Association.

Signature of Nominated Representative

Name and Title

Date _____