

APRIL. 2019, ISSUE 4

Business Coalition for Women Newsletter



International Women's Day Breakfast

To commemorate International Women's Day, which fell on the 8th of March this year, The Business Coalition for Women hosted a breakfast on the 6th of March. This event was a sell-out success. Businesses came together to show their support for diverse workforces and were encouraged by the growing number of women in leadership roles.

The event, sponsored by Steamships Group, attests to the business community's practical commitment as they engage in programs that prepare women for leadership roles such as the BCFW training program; Certificate IV in Leadership and Management.

The Cert. IV in Leadership and Management Alumni was launched at the breakfast as a key initiative to continue the networking and development opportunities for women who have successfully completed the training program. More than 120 women have completed the training with results showing that 71% of trainees either received a promotion or were assigned more responsibility in one of three key areas of budget, strategy, or supervising staff.

We would like to thank Steamships Group for sponsoring the event, the business community for releasing staff to attend the event and the women and men who are promoting and supporting diverse workforces to ensure a prosperous social and economic future for PNG.

If you would like to know more about the Certificate IV in Leadership and Management contact us on 321 22445 or visit our website, www.pngbcfw.org



Chairperson's Message

As we continue to see more graduates going through our Certificate IV program, we are realizing the need to ensure we adequately support their ongoing development and promote an inclusive ecosystem conducive for change.

During the International Women's Day breakfast event in March, BCFW launched our Women in Leadership Alumni which aims to support further development and networking of our graduates or "sisterhood". The Alumni was established in response to monitoring and evaluation feedback from the women themselves and their organizations. We believe that sustaining and supporting the development of our graduates through effective networking programs is key to motivating confidence, out of the box thinking and exposure outside of one's comfort zone.

It will also help our graduates extend their professional network. What our networking opportunities will attempt to do is to also provide an informal opportunity for husbands and partners to meet other partners and be comfortable supporting their wives, as feedback suggests that support provided at home is equally as important.

As we progress with our development programs we are seeing increasing need for other programs to help build a complete pathway for our graduates. This year we will introduce an Executive program aimed for women in executive roles and also a Directorship program. More details will be released in coming newsletters but we are excited with our development plans for the year.

Lesieli Taviri
BCFW Chairperson



Executive Officer's Message

As we close off membership for 2019, I would like to welcome our new BCFW members. BCFW newsletters will give your organisations insight into the work we are doing to increase, retain and promote women in the workforce; highlight take away information for your organisation, as well as showcase other business initiatives from our membership.

In 2019 we are excited to be launching some new programs that will support our member organisations to encourage diverse leadership through competency development and enabling environments in the workplace.

We know there are no easy solutions to encouraging a diverse workforce where both men and women are afforded equal opportunities. However, through research and the

work we have been doing with the PNG business community, we know we need to address the barriers that act as disincentives to the full participation of women in our economy and community. If you are not sure how to start or would like further assistance, contact us and we can talk to you about the work we are doing and how you can get involved.

BCFW has the following programs and consultancy services to support your business:

Addressing Violence

- Family Sexual Violence (FSV) Policy and Training
- Sexual Harassment Policy and Training
- Gender Smart Safety Policy and Training
- Bel isi PNG
- FSV Forum

Women in Leadership

- Certificate in Leadership and Management & Alumni
- Senior Executive Women Program
- Directorship Training

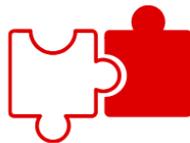
I look forward to getting to know you at the various networking and workshop opportunities we will be hosting throughout the year.

Evonne Kennedy
BCFW Executive Officer

GENDER SMART SAFETY IS SMART BUSINESS



THE BUSINESS COALITION FOR WOMEN HAS GENDER SMART SOLUTIONS AVAILABLE TO HELP YOUR BUSINESS IMPROVE THE SAFETY OF YOUR FEMALE STAFF. OUR GENDER SMART SAFETY SOLUTIONS ARE TAILOR MADE FOR PNG BUSINESSES. HERE'S HOW WE CAN HELP YOU;



GENDER SMART SAFETY STRATEGY MODEL

Designed to be integrated with your existing safety management systems. This Model gives you the "big picture" of gender smart safety.

RISK ASSESSMENT TOOLS & GUIDELINES FOR IMPLEMENTATION

Comprehensive check lists to conduct your Women in the Workplace Safety Audits. Accompanied by step-by-step instructions.



INFORMATION SHEETS & A BUSINESS CASE SUMMARY

Documents to ensure proper understanding of gender smart safety and why it's important. Will guarantee staff and management "buy in" to the need to incorporate "gender" in to all safety planning and decision making.

TOOLBOX TALKS

Ready made to assist your safety staff discuss key women's safety issues.



MODEL GENDER SMART SAFETY WORKPLACE POLICY

Framework for improving safety of women in your business. It's designed to be adapted to suit YOUR needs.

MINIMUM STANDARDS FOR GENDER SMART SAFETY

Provides you with a base starting point from which your business can improve the safety of female workers.



GENDER SMART SAFETY IS SMART BUSINESS

EMAIL US FOR MORE INFORMATION ON

communications@pngbcfw.org



Senior Executive Women Consultative Workshop

The BCFW, in partnership with the Asian Development Bank, will soon pilot the Senior Executive Women Program. The Senior Executive Women Program is targeted to senior executive women, and is the next level beyond our Certificate IV in Leadership and Management Course. This training program is a 6 day face to face program which will span over a four month period beginning in July this year. This program will have a networking event at the beginning of the course and a mentoring component attached as well.

With the intent to contextualize this program, which has been tried and tested with much success in Fiji, the BCFW and ADB hosted a consultative workshop on the 11th of April to discuss with stakeholders and members who shared their ideas and gave us valuable insight to help us ensure that the program content is relevant and within context for the PNG business community.

The objective of the Senior Executive Women Program is to equip senior businesswomen to aim for career progression to senior executive positions including as CFO and CEO.

As a result of this consultative workshop, the BCFW and ADB are currently finalizing the program which will be designed in consultation with relevant stakeholders in PNG, to meet the needs of senior businesswomen.

The BCFW is excited about piloting this new program and would like to thank the stakeholders, partners and members who attended this consultative workshop for their valuable time and input.

CERTIFICATE IV IN LEADERSHIP
& MANAGEMENT GRADUATION
FOR COHORTS 8-10

SAVE THE DATE

AUGUST 23
2019



G4S Training: Effective security response to Family and Sexual Violence

As part of our commitment to addressing Family and Sexual Violence as a hindrance to the development and participation of women in the workforce, BCFW, in collaboration with G4S and with assistance from the Oil Search Foundation through Bel isi PNG, have developed a training module for G4S staff.

This train-the-trainer training manual will be utilized by G4S to train and equip their staff who will be receiving calls from survivors of FSV through the Meri Seif Line which is housed at the G4S National Operating Centre.

The G4S responders will also be responsible for locating and transporting these survivors of FSV to safe locations.

Framed in the context of human rights, this training is geared toward educating G4S staff on FSV, the laws, as well as their response when handling these sensitive cases through the Meri Seif line. The training also informs participants of valuable information relating to FSV and services that are available for survivors of Family and Sexual Violence.

Furthermore, the training aims to equip participants to recall core principles of assistance (survivor-centered, confidentiality, non-judgmental care and safety), as well as demonstrate a thorough understanding of the role of G4S security in effectively responding to family and sexual violence.

This training also begins to unpack power and the norms that have been created in PNG around power. Whilst this training provides an introduction to power and the abuse of power, it is expected that G4S will conduct ongoing staff training around this issue to ensure that staff's development and knowledge support their role in providing an effective security response to FSV.

The Business Coalition for Women would also like to thank CIMC-FSVAC for allowing us the use of the 'Access to Justice and Support Services: Family and Sexual Violence' resource (2018) in developing this training manual.



Certificate IV in Leadership & Management

REGISTER NOW!!!!

COHORT 13

Block 1 - 30th September - 5th October 2019

Block 1 Assessment Dates: 23rd November 2019

Block 2 - 9th December - 13th December 2019

Block 2 Assessment Dates: 15th February 2020

Block 3 - 2nd March - 6th March 2020

Block 3 Assessment Dates: 4th April 2020

HOW GENDER BASED VIOLENCE AFFECTS YOUR BUSINESS



Forms of GBV are physical, sexual, emotional and financial. Perpetrators are usually family members, current and former partners. The problem is not contained only at home.



Domestic violence issues can be brought to work via texts, calls and emails. Perpetrators are usually family members, current partners or former partners.

IMPORTANT CONTACT NUMBERS:

BEL ISI CASE
MANAGEMENT CENTRE
(FEMILI PNG)
PH: (675) 7524 2489



MERI SAFELINE
PH: (675) 7222 1234
NOTE: THIS IS THE G4S
SAFE TRANSPORT
FOR SURVIVORS.



1-TOK KAUNSELIN
HELPIM LAIN
PH: (675) 7150 8000
NOTE: NATIONWIDE
TOLL FREE NUMBER.





Feature Story: Pacific Towing Women in Maritime Scholarships

“If an organization does not leverage diversity, it risks limiting its creative potential and losing its competitive advantage. Furthermore, the more women at senior leadership levels, the greater the business benefits by; improving a company’s capacity to adapt to shifts in consumer preferences; creating a modern, dynamic corporate brand associated with equal opportunities, flexibility and social responsibility; and enhancing stability in corporate performance and share price return.”

- Neil Papenfus, General Manager, Pacific Towing (PNG) Limited

Established in 1977, Pacific Towing is currently owned by Steamships Trading Company and provides niche services to the marine industry.

As a regional provider of towage, salvage, commercial diving and liferaft services & solutions in Papua New Guinea and the Solomon Islands, Pacific Towing currently has 150 staff and boasts a proud history in training and development of PNG seafarers at all levels.

Steamships Trading Company has been an active member of BCFW for a number of years and has board representation through Neil Papanfus who is the General Manager for Pacific Towing.

As a premier regional provider of marine services, Pacific Towing noted that the number of women in the male dominated maritime sector was very small and women who were interested to become part of this sector found entry to the industry difficult and challenging.

In September of 2016, Pacific Towing, in partnership with several other members of the industry as well as the Australian Government, through the Australia Awards Program, proposed a scholarship for Female Mariners in Papua New Guinea. November of 2018 saw five young women in the first batch of female cadets board a deep sea vessel as pioneers of this groundbreaking partnership between Pacific Towing, Steamships Pty Limited, China Navigation Company, and The Australian Government under the Australia Awards Program.

The scholarship program consists of a combination of studies at the PNG Maritime College, 18 months working at sea on international vessels and coastal boats, and final completion of officer training studies and licensing board testing at the PNG Maritime College.

The partners to this program are excited to be part of this endeavor to establish and support avenues of creating pathways for women in maritime. According to the Australian High Commissioner to PNG, Bruce Davis, “Women bring so much to an industry, and now it is time for the maritime sector to realize this value. That is why I am so very proud that Australia Awards with our private partners are helping to satisfy this need.”

For more information about this scholarship program please contact Pacific Towing on;
Telephone: +675 321 1206 / 321 1278 or Email: information@pacifictowing.com.pg

BCFW MEMBERS

PAPUA NEW GUINEA BUSINESS COALITION FOR
WOMEN IS PROUD TO HAVE THE FOLLOWING
MEMBER ORGANISATIONS

ABT Associates
Anitua Group of Companies
Australia PNG Business Council Inc
Bank of Papua New Guinea
Bank of South Pacific
Barrick Niugini Limited
Black Swan International
Cardno (PNG) LTD
Coffey International
CPL Group of Companies
Curtain Bros PNG Limited
Dentons Lawyers
Digicel
Eda Ranu
ExxonMobil PNG
Hilton Hotel
Kina Group
KPMG
Lamana Development Limited
Manufacturers Council
Nambawan Super Limited
Nasfund
Mibank
New Britain Palm Oil Limited
Norton Rose Fulbright PNG Services LTD
Oil Search Limited
Origin Energy PNG
Palladium(Education Capacity Development Facility)
Paradise Foods LTD
PNG Chamber of Commerce and Industry
PNG Chamber of Mines and Petroleum
PNGFM Ltd
PNG Ports Limited
Professional Global Solutions Limited
Royal Papua Yacht Club Inc
Simberi Gold Company Limited
South Pacific Brewery Limited
Steamships Trading Company Limited
Steel Industries Limited
TE(PNG) Ltd
Tininga
WINGS Education



Our mailing address is:
IBBM College, Vanama Crescent, Lawes Road, Konedobu, Port Moresby
P.O Box 1256, Port Moresby
Telephone: +675 321 2245 Mobile: +675 7459 3108
Email: communications@pngbcfw.org
Website: www.pngbcfw.org



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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 Pacific Women Shaping Pacific Development program.



PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT