

Business Coalition for Women Newsletter



Sexual Harassment: Cost to Business

Sexual Harassment is a problem not just for employees but also for employers. Statistics show that 1 in 5 women and 1 in 20 men experience sexual harassment in the workplace. Did you know that there are real and significant business costs associated with Sexual Harassment?

Who are the Perpetrators?

It's not just bosses who perpetrate Sexual Harassment. It can be colleagues of equal work status and even subordinates. Sexual Harassment in the workplace can also come from someone outside your organisation such as from a visiting sales rep, technician or trainer, as well as from a customer.

Perpetrators can also be women who either harass men or other females. Likewise men can harass other men. By far the most common form of Sexual Harassment is when a male is the perpetrator and a female is the victim. Irrespective of who is harassing who, Sexual Harassment is wrong and it needs to be reported so that disciplinary action can take place and so that survivors can be supported.

Legal Obligation of Employers

Even though PNG doesn't have Sexual Harassment laws or anti-discrimination laws that specifically 'capture' Sexual Harassment, many other countries like Australia, New Zealand, the United Kingdom and the United States do. Given that many of the international companies operating in PNG today have their origins in these countries, there can be NO EXCUSE for these companies to have anything but the most stringent policies and procedures to:

- a) Prevent Sexual Harassment;
- b) Discipline Sexual Harassment perpetrators swiftly and in full accord with best practice Sexual Harassment policies; and
- c) Support staff who experience Sexual Harassment.

Note: Depending on the nature of the harassment, it could violate the PNG Criminal Code

Continued on page 4

Chairperson's Message

Dear members & partners.

I warmly welcome you all to BCFW's second quarter newsletter.

This issue will focus on raising awareness on sexual harassment because it is one issue that many people, even the business community perceive as an individual problem without realizing that sexual harassment has causes and consequences at an organisational level and requires leadership to protect employees and the business from the impacts of sexual harassment.

A recent report published by the Australian Human Rights Commission cites that one of the risk factors for sexual harassment in an organisation is that leaders; senior leaders and directors, have a poor understanding of sexual harassment. If you are not fully aware of the law and the risk of sexual harassment in your organisation, you are in fact increasing the risk of sexual harassment.

Addressing sexual harassment requires a holistic approach; from recognizing it as a leadership and safety issue to legal compliance, through risk management and having an adequate policy.

We are proud of the leadership of our 58 member companies who understand the importance of safe workplaces and invest in policies and trainings as a tool for preventing sexual harassment.

The secretariat cannot stress enough that it is important for staff at all levels, from the top down to undertake the BCFW Anti-Sexual Harassment training and for business leaders to ensure there is adequate support for people who experience sexual harassment.

While the following framework was developed by the Australian Institute of Company Directors for Australian businesses, it is applicable for PNG, thus, worth sharing.

- **Leadership** – the development and display of strong leadership, that contributes to cultures that prevent workplace sexual harassment.
- **Risk assessment and transparency** – greater focus on identifying and assessing risk, learning from past experience and transparency, both within and outside of workplaces about sexual harassment, to mitigate the risk it can pose to businesses. This can help improve understanding of these issues and encourage continuous improvement in workplaces.
- **Culture** – the building of cultures of trust and respect, that minimize the risk of sexual harassment occurring and, if it does occur, ensure it is dealt with in a way that minimizes harm to workers. This includes the role of policies and human resources practices in setting organisational culture.
- **Knowledge** – new and better approaches to workplace education and training, to demonstrate an employer's commitment to addressing harassment and initiate change by developing a collective understanding of expected workplace behaviors and processes.
- **Support** – prioritizing worker well-being and provision of support to workers, including before they make a report, as well as after they report and during any formal processes.
- **Reporting** – increasing the options available to workers to make a report of workplace sexual harassment and address barriers to reporting, and creating new ways for business owners and employers to intervene to address sexual harassment, other than launching a formal investigation. Adopting a victim-centered approach to the way investigations are conducted when a report is made can minimize unnecessary harm to workers.
- **Measuring** – the collection of data at a workplace-level and industry-level, to help improve understanding of the scope and nature of the problem posed by sexual harassment. This includes understanding the prevalence, nature and impacts of workplace sexual harassment as well as the effectiveness of workplace initiatives designed to address it.



Executive Director's Message



Dear members & partners,

In this newsletter we will be discussing sexual harassment and its impact on individuals, teams and organizations as a whole. To improve the reach to your staff regarding vital information on community services available, we have now also included a lift out page for you to use in your internal company newsletters.

Recently claims of sexual harassment at the University of PNG hit the headlines, the response to this showed the inadequacy of the systems required to ensure the safety of students on campus.

Our concern is for the students involved and how these risks could be mitigated if proper systems are implemented, this includes ongoing education, policies and process.

We also can not under estimate how the culture of our educational institutions will impact the business community, and the ongoing work by our members to continually work toward creating safe work-spaces. Our collective commitment has been to ensure safe workplaces so that everyone can contribute effectively to business success.

This quarter BCFW again has had a continued focus on rolling out our free education sessions on anti-sexual harassment for staff of our member companies. These sessions have a strong focus on what constitutes as sexual harassment, laws and your company response. To date we have provided these education sessions for 15 companies and reached 1 146 staff.

In addition to these sessions for members, BCFW has developed a Anti-Sexual Harassment Policy and a two day implementation training for HR. To date, 18 companies have either adapted or adopted this policy and received training for key staff.

We are excited to inform our members of the upcoming training and events we will be hosting:

LAE

- 6th September, Certificate IV in Leadership and Management Cohort 18 Commences
- 21st-22nd September, 2-day Anti-Sexual Policy Implementation Training
- 23rd September, Family and Sexual Violence (FSV) Forum, Lae International Hotel
- 23rd September, BCFW member business networking event, Lae Yacht Club
- Ongoing FSV Contact Team Training

POM

- 22nd July, Certificate IV Leadership & Management Course Alumni Networking Event
- 24th August, ONLINE program - Senior Executive Women Program (SEWP), partnering with ADB
- 31st August, ONLINE program - Directorship Course, Australian Institute of Company Directors
- 10th September, Senior Executive Women's Program (first) Networking Event
- 11th October, Certificate IV Leadership & Management Course Cohort 19
- 13th-14th October- Anti -Sexual Harassment Training
- 27th November- BCFW Annual End-Of-Year Networking Event

Evonne Kennedy
Executive Director

AIMING TO TAKE ANOTHER STEP IN YOUR CAREER?



Introduces...

THE SENIOR EXECUTIVE WOMEN'S PROGRAM

**REGISTER NOW!
REGISTRATION
ENDS:
AUG 19, 2021**

If you want to build confidence, expand your knowledge of business operations, and establish networks to enable you to take a step up to an executive role, then the Senior Executive Women's Program is for you.



THE COURSE IN BRIEF

The Senior Executive Women's Program includes 17 x 1.5 hour sessions. It will be held weekly on Tuesday mornings from 9.00-10.30am. The first session will be 24 August and the final session will be 7 December.

REQUIREMENTS

Apart from your willingness and commitment basic requirements are the fee and your employer's support in allowing you to attend and participate in the program. This program is EXCLUSIVE to BCFW members.

COURSE COMMENCEMENT DATE

Commences: August 26, 2021

Ends : December 13, 2021

COURSE TOPICS

The course will cover support systems, risk management and resilience, financial competency, organisational culture and leadership styles, governance, communications, and career transitions.



FOR REGISTRATION FORMS OR MORE INFORMATION:
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PHONE: +675 323 0310 or +675 7459 3108

BCFW Welcomes New Board Director



Brent Thomson, Executive General Manager of Black Swan International was elected as the new Board Director following the BCFW Annual General Meeting in May. Brent has fifteen (15) years of senior and executive level management experience on some of the world's largest and most complex operations across defence, government, human services, security, and healthcare markets. Brent has had the pleasure of gaining exposure to and working for fortune five hundred (500) multinational corporations, the United Nations, Northern Atlantic Treaty Organisation, International Security Assistance Force, Commonwealth agencies, Australian Defence Force, Australian Federal and State Police in Australia and overseas. Brent came to Papua New Guinea (PNG) in 2009 and over the last ten (10) years has called PNG home. Brent has had the privilege to work in a range of diverse leadership roles that have allowed him to build capacity in meaningful employment, along with creating positive social impact in the communities that he has operated in.

Reappointment.



Lynette Morris has served on the BCFW Board as Treasurer since 2018 and was re-appointed. She is currently employed by the Justice Services and Stability for Development Program as the Operations and Budget Manager. Lynette has an extensive accounting work history having previously been employed with KPMG having worked in New Zealand, Papua New Guinea, Indonesia and Thailand and has more than 30 years' experience in providing services to a wide range of multinational companies on financial and operational management issues.



The Business Case for Addressing Sexual Harassment

In addition to the moral imperative for addressing Sexual Harassment there is also a strong business case. Negative impacts of Sexual Harassment on the workplace include:

- Reduced employee productivity;
- Compromised teamwork;
- Increased absenteeism;
- Higher turnover–Recruitment and retraining costs–Star employee picked up by one of your competitors;
- Company reputation compromised– Your business becomes the opposite of an ‘Employer of Choice’; and
- Legal costs.

There are obviously Increased Costs associated with all of the above negative impacts. Although it is difficult to quantify exactly how much money PNG businesses are losing every year due to Sexual Harassment, the Institute for Women’s Policy Research www.iwpr.org has compiled some interesting studies on the cost to American businesses – across multiple sectors it’s in the HUNDREDS of MILLIONS – \$US!!!

High Risk Employment Situations

Is your workplace associated with any of the following high risk factors? If yes, your employees are at greater risk of experiencing Sexual Harassment.

- Working remotely or in an isolated context;
- Working in a male-dominated job;
- Working for tips: Workers who rely on tips as part of their income (e.g., accommodation and food service workers).

Let’s Focus on Solutions

BCFW has PNG-nuanced resources available to help our member businesses PREVENT and RESPOND to Sexual Harassment. These resources include:

- A best practice model Sexual Harassment Policy;
- Training and consultation services to help tailor our Sexual Harassment Policy to the unique characteristics of individual businesses;
- Anti-Sexual Harassment Training (specifically designed for HR professionals);
- Sexual Harassment information and awareness sessions and workshops; and
- FREE one-hour education session for all staff on Sexual Harassment in the Workplace and or Family & Sexual Violence and the Workplace; and
- Anti-Sexual Harassment staff induction video.

PNG Corporate Sector’s Response

The response and leadership demonstrated by PNG businesses like Bank South Pacific, nasfund, Hastings Deering and others are significant. These businesses implement the Anti-Sexual Harassment and other best workplace policies to safeguard their business and employees from the negative impacts of Sexual Harassment.

“BSP recognizes the pervasiveness and severity of family & sexual violence and sexual harassment impacting the workplace. As a responsible employer, we are compelled to invest in appropriate resources and initiatives which have been developed specifically for the business community” said BSP Group CEO Robin Fleming.

“Often people do not understand as to what behaviour constitutes sexual harassment. By having a distinct procedure or policy in place which defines sexual harassment and clearly articulates unacceptable behaviour and its consequences is the key to preventing sexual harassment in the workplace. When such a policy is in place, it helps to improve the team morale as all staff feel protected and in the long run it contributes to the positive corporate culture of the organization” Seema Dass-Raju– Chief Risk & Compliance Officer, nasfund.

Sexual Harassment Policy – Crucial First Steps

Your first line of defence (and a crucial first step in preventing Sexual Harassment in your workplace) is a Sexual Harassment Policy (sometimes referred to as an ANTI Sexual Harassment Policy). A strong Sexual Harassment policy can transform employee relations and office culture from toxic and harmful to rewarding and beneficial. A policy reflects a firm stance against Sexual Harassment. For employers which already have a good Sexual Harassment policy, this article may act as a catalyst for a refresher course for staff on what is in your policy, as well as an overview of Sexual Harassment in general while for those organisations that do not have such a policy, we hope that you will be inspired to take action and implement one. Please contact the Business Coalition for Women if you would like assistance.

Did you know that **SEXUAL HARASSMENT** affects the **WORKPLACE? 1 in 5 WOMEN** and **1 in 20 MEN** experience sexual harassment in the workplace.

- High levels of stress & de-motivation among employees
- Reduced productivity
- Compromised teamwork
- Increased absenteeism
- High staff turnover



Register Now for BCFW's Sexual Harassment 2-day Policy Implementation Training.

Training dates:

21st - 22nd September 2021

LAE

&

13th-14th October 2021

Port Moresby

Registered companies will be given an Anti-Sexual Harassment Model policy and implementation frameworks

"SAFE spaces make GREAT workplaces"

To register, contact Olive on: oimatana@pngbcfw.org or call us on (+675) 74593108

EXCLUSIVE TO BCFW MEMBERS

CALL THE FREE HOTLINE FOR HELP!

7150 8000

Confidential phone counseling service providing information and support for anyone experiencing family & sexual violence in PNG. This service is available for 24 hours, 7 days a week.

Quarter 2 Highlights...

4 companies undertake ASH training



Staff from Black Swan International, TE (PNG) Ltd, Professional Global Solutions and Kina Securities completed the 2-Days Anti-Sexual Harassment (ASH) Training. This training focused on;

- The knowledge of the nature and dynamics of sexual harassment;
- Understanding the impacts of sexual harassment on employees and employer; and
- Understanding the Anti-Sexual harassment policy and how to implement it.
- Providing tools to support implementation

The knowledge gained through this training will help these staff implement their work-place policies effectively in their respective organizations to ensure safe work-spaces for all.

Director Mentorship Program Launch

BCFW launched its 6 month Director Mentorship Pilot Program in April. This program sits under the Coalition's leadership pillar and aims to develop a director mentorship program for women in PNG to build a community of women directors to drive gender diversity at the executive and board levels. The program is being piloted by nine (9) mentors and mentees and is supported by KPMG, In4net and Peopleconnexion.



Certificate IV, Cohort 16 complete Block 2 Training

Certificate IV Leadership & Management Course, Cohort 16 completed Block 2 of the training. The participants covered the following competencies; Effectiveness in leading teams, Applying digital solutions to work processes, Analyzing and present research information and Promoting innovation in a team environment. The final leg (Block 3) of the training will be conducted from August 02-06, 2021.

Cohort 17 commence training

The Certificate IV Leadership & Management Course, Cohort 17 comprises of 18 women from Digicel (PNG), Hastings Deering, PNG Ports, Steamships, Departments of Personnel Management, Justice & Attorney General, Treasury, Higher Education, Research, Science & Technology, Commerce & Industry, Labor & Industrial Relations, Censorship Office and PNG Customs. Their 6 month leadership journey began in May 2021 with Block 2 training scheduled for August 16-20 in Port Moresby. Cohort 17 will end their 6 month training in November, 2021.





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

**The Business Coalition for Women
BSB40520 Certificate IV in Leadership & Management Course.**

- Accredited to Australian standards
- No pre-requisites for women to register
- One-on-one mentorship with facilitators for 6 months

**REGISTER NOW!
COHORT 18-LAE OFFERING!**

**Registration ends: Aug 23rd, 2021
Course Begins: Sep 06th-10th, 2021**

**ONLY 1 SPOT
LEFT**



“We want to be able to promote our most talented female staff in to leadership positions and the Coalition’s Cert IV helps us do exactly that. These programs developed by the Coalition and Digicel’s continued attendance sends an important message to all our female staff that there is a real opportunity for significant career advancement here at Digicel PNG. We are extremely proud of the growth shown by our team that have gone through the program and can recommend it to any business in PNG.”

Colin Stone, Digicel (PNG) CEO

For more information contact BCFW on:
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Exclusive to BCFW Members

Certificate IV Leadership & Management Course

Return on Company Investment for Businesses

An analysis of data was collected from 132 Certificate IV Leadership & Management Course participants from Cohorts 1-12 who completed the Pre-Evaluation survey. Of the 132 women, 53 completed the 12 month follow-up survey. The tables and graphs below capture data from the 12 month follow-up survey which is designed to track their leadership journey since graduating from the Leadership and Management course.



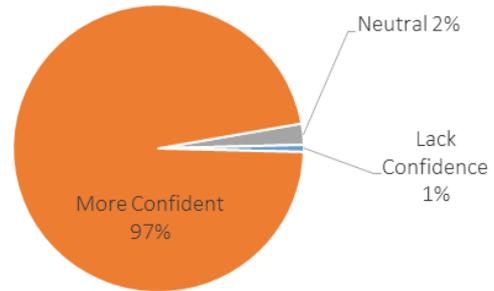
Close to 200 women graduated through the course



19% of women received job promotions while 58% were given added leadership responsibilities

“I am more confident and knowledgeable about the essential qualities of leadership and have gained the understanding to manage myself and my work well. Since attending this course, my workplace innovations have proven successful and I am confident that they will long impact my work with valuable benefits”

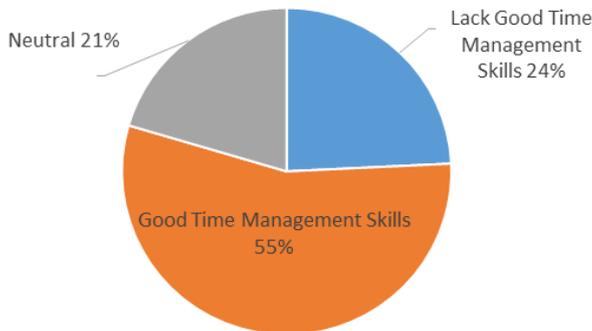
Mercy Tamate- Cohort 14



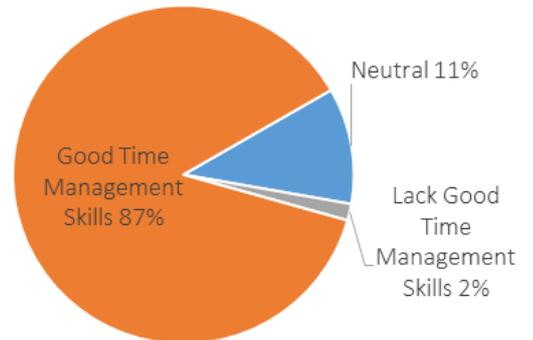
At the beginning of the course, **72%** of the participants were confident to speak to their Managers or those in authority.

After the course, **98%** of the women attributed the **growth** in their **confidence** level to the skills gained through the Certificate IV Leadership & Management Course

Participant's Time Management skills before & after completing the Certificate IV Leadership & Management Course

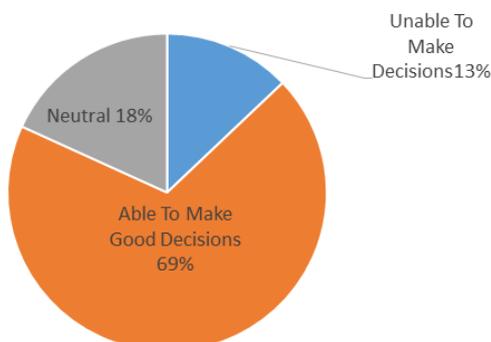


Before completion of Certificate IV training

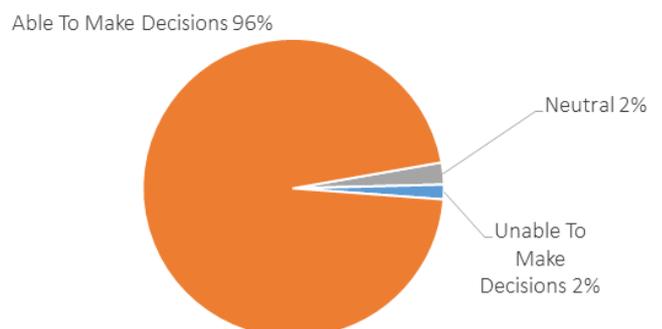


After completion of Certificate IV training

Participant's Decision Making abilities in alignment with company values & ethics before & after completing the Certificate IV Leadership & Management Course



Before completion of Certificate IV training



After completion of Certificate IV training



Family & Sexual Violence Forum

The Business Coalition for Women hosted its annual Family & Sexual Violence (FSV) Forum in June in Port Moresby. The forum is an essential platform which allows the Coalition to provide support to its member organizations, particularly the FSV Workplace Contact Teams (WCT).

The forum featured two activities; a booth exhibition and a closed group workshop. The booth exhibition showcased nine (9) FSV service providers with the key objectives to show the existing referral pathways and the services available to BCFW's member companies and create a networking opportunity between business and social services so that the business houses are equipped with information. This is the first step to empowering the business community to appropriately respond and support employees faced with FSV.

The Closed Group Workshop was attended by twenty-eight (28) Workplace Contact Team members from ten (10) companies who participated in a carousel activity to identify and explore challenges and opportunities faced by the companies in terms of operationalizing workplace policies and guidelines that safeguards employees experiencing FSV and sexual harassment at the workplace and to strategize a way forward in establishing solutions to business challenges.

The Workplace Contact Team members were well versed with their company FSV policies and contributed meaningfully to the discussions. Most of the participants found the workshop informative and learnt a lot from other contact points.

“What worked well for other companies is a challenge for us. Through the workshop, I've identified ways which we can turn these challenges into successes. The first thing I'll do is improve our current FSV awareness.” said a Workplace Contact Point.

“The booth exhibition broadened my knowledge about the different FSV service providers and helped me establish contacts, I learnt from other contact points on how I can link these services providers to our branches outside of Port Moresby so that our employees across our branches can be adequately supported” another participant added.

For the benefit of our member organizations who have branches outside of Port Moresby, BCFW will host another forum in Lae, Morobe Province in September to provide the same support and opportunity for their workplace contact teams.

DO THE FIVE, HELP STOP THE SPREAD!

1 HANDS- Wash them often	
2 ELBOW- Cough into them	
3 FACE- Don't touch it	
4 SPACE- Keep a safe distance	
5 HOME- Stay at home if you can or if you are sick. Limit movement.	

#STOPCOVID19PNG
TOLL FREE 1800 200

FSV Lift-Out Page

As part of the Coalition's ongoing support, we will provide information about Family & Sexual Violence and Anti-Sexual Harassment for our members to use to drive awareness and advocacy within their workplaces. In this issue, we give you an insight on Family Support Centers and other medical & emergency services.

Feel free to use in your internal company newsletter.



Family Support Center(FSC)

Family Support Centers have been introduced specifically by the health sector as a response to Family & Sexual Violence (FSV) & Gender Based Violence (GBV) and can be found at main provincial hospitals. FSCs are open 5 days a week from 8am-4pm.

The Family Support Center provides 5 essential services:

1. Medical First Aid for injuries
2. Treatment to prevent HIV & STI's (**report within the first 3 days of the time of incident**)
3. Psychological First Aid
4. Vaccines to prevent Tetanus & Hepatitis B
5. Emergency contraception to prevent unwanted pregnancy (**report withing the first 5 days**)

Medical Treatment: There are medical Medical Officers, Health Extension Officers and Nurses who work in FSCs and are specilized in FSV/GBV.

Social Workers: Social Workers at the FSC may be able to provide trauma counselling. Some FSCs may also be able to provide specialist counselling for children affected by FSV/GBV. Medical and psychological care and counselling are offered for perpetrators in some FSCs.

Referral: Upon discharging survivors from the FSC or hospital, consideration should be given to referring the survivor to a Safe House or to a trusted relative if that is his or hers preference.

The FSC may not be open 24 hours a day. It's operation hours are normally 8am-4pm. If a survivor requires immediate medical attention when the FSC is closed, he or she should go to the Emergency Department of the hospital and then visit the FSC once its opened.

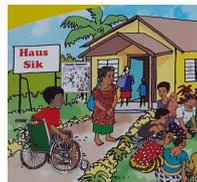
Emergency & Medical Service

Major/General Provincial Hospitals
Emergency Department
Open: 24 hours, 7 days



Safe Houses + Counselling
Emergency Safe Accommodation
Call *1-Tok Kaunseling Helpim Lain
7150 8000

Suburban Clinics
Open: 8am-4pm
Service: Medical care, referrals to other services



Safe Transport
*G4S Meri Seif Lain
72221234
24 hours, 7 days a week

*The 1-Tok Kaunselin Helpim Lain is a toll free confidential counselling service providing information and support to anyone experiencing FSV in PNG- **Call this number to find out about FSCs in your area and other vital information.**

*The G4S Meri-Seif Lain is a hotline which provides safe transport options for FSV survivors and is available in Port Moresby only.

Quarter 2 Highlights...

Swire Shipping FSV Policy & Workplace Contact Team Training

Nine (9) Swire Shipping staff serving in key positions at its Headquarter in Port Moresby were trained and certified as Family & Sexual Violence (FSV) Workplace Contact Points by BCFW. The staff will collectively make up the Swire FSV Workplace Contact Team (WCT). The Contact Points are now equipped with the necessary skills to recognize FSV in the workplace, Respond appropriately & sensitively and Refer to Company policy to access support or to community support services for professional support. Responding to staff who may be experiencing FSV allows for staff to receive the support they require to return to work and be productive. It also models that the company cares and values staff and decreases cost to business. BCFW will be facilitating FSV training and enumerating the FSV baseline survey in Lae as well. This work is a partnership with UN Women, supported by the EU-UN Spotlight initiative to eliminate violence against women and girls.

#SpotlightEndViolence.



Spotlight Training Update



So far the Business Coalition for Women has conducted 4 Family & Sexual Violence trainings in 3 Provinces for Swire Shipping and Steamship Trading Company (STC) owned organizations- JV Port Services, Highlander Hotel and Consort. Through this training, 32 employees of Highlander Hotel, JV Port Services & Consort were trained as Workplace Contact Points. The BCFW will continue to roll out the FSV trainings in July with Swire's Lae branch, Tininga in Mt. Hagen, SP Brewery and Kina Bank. In addition to the FSV training, Swire Shipping launched their FSV Baseline survey in May and Tininga in July 2021. This work is a partnership with UN Women, supported by the EU-UN Spotlight Initiative to eliminate violence against women and girls.

#SpotlightEndViolence.

Lamana Development take up first ever FSV Education Session

Lamana Development Limited completed two (2) BCFW Family & Sexual Violence Education sessions in June. These sessions are the organization's first ever since becoming BCFW members and the secretariat commends their leadership for seeing the importance of equipping their employees with vital information about FSV and support services that are available in the community. The FREE BCFW FSV Education session is part of the membership package. Each member company is eligible for four (4) BCFW FSV and four (4) Anti-Sexual Harassment Education sessions.



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. This edition, we focus on **Physical Safety Concerns**.

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, hence increasing 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.

Physical Safety Concern

The Physical safety audit identifies physical safety as risks/hazards that may cause bodily injury. Physical safety hazards can be associated with injury & illness in the workplace or during completion of a specific task.

Examples of physical safety concerns/harms;

Noise, vibration, excessive heat and cold as well as exposure to rapid changes in temperature, electro physical agents radiation hazard, pressure, exposure to hazardous chemicals, design of equipment/tools/safety wears, general working environment (workstations) and gender discrimination in the work place, where a female is delegated tasks that were designed specifically for men without any consideration for the injury or risk of injury the task can pose to a female such as lifting very heavy objects.

"GSS is not an expensive or onerous program to roll out and then sustain. The audit tools are tailor made for PNG workforces so it was easy enough for our staff to master them and for our trainers to instruct staff at our other operations on how to utilise them" Pacific Towing CEO Neil Papenfus.



Pacific Towing is one of four (4) organizations that piloted the GSS Training Program. These images show the audit team conducting the safety audit. New Britain Palm Oil, St Barbara & Oil Search have also conducted the Gender Smart Safety audit.

GSS tools for measuring Physical Safety

There are a total of 5 GSS tools used to identify physical safety concerns during the Women's Safety audit.

1. Body Map

- This tool aims to identify if a female employee is experiencing any pain while completing a specific work task.
- Identifies the physical risk rate, which is a key measure in the GSS program.

2. Safety Walk

- Established the safety concerns of women at different sections of the physical worksite but also travelling to and from work on different modes of transport (pmv, work transport, personal vehicle, Foot).
- It helps identify the rate of concern for Physical Safety (as well as Emotional and Occupational Safety)

3. Focus Group Discussion

- A Focus Group Discussion helps gather qualitative information about the safety concerns of different groups (can be men and women) and other issues at work or home that can impose as a risk to a female's physical safety. The questions focus specifically on 3 key themes including, behaviours, risk and threats.

4. Women's Risk Assessment

- This tool helps identify a number of key measures in the GSS program. These measures are linked to PNG specific hazards that women face in workplaces including Violence, Cultural Barriers, Low literacy levels, Gossiping, Hours of Work and Men's Behaviour.

5. Key Informant Interview

- A Key Informant Interview helps gather information about why women might be excluded from certain work areas or work tasks, and especially what safety concerns might contribute to this situation. It also helps gather information on what might have been done (as well as what needs to be done) to mitigate risks to women so they can work in specific work areas or complete specific work tasks.

BCFW MEMBERS

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

ABT Associates	Pacific Star Limited (The National)
Anitua	PBF Agro Business Limited
ANZ Bank	peopleconnexion
Australia PNG Business Council	PNG Chamber of Commerce & Industry
Bank of Papua New Guinea	PNG Chamber of Mines & Petroleum
Bank South Pacific	PNG FM Ltd
Barrick Niugini Limited	PNG Namba Wan Trophy Limited
Black Swan PNG International	PNG Ports Corporation Limited
Cardno	Professional Global Solutions Limited
Coffey International Development Pty Ltd	Propest Control Limited
Deloitte Touche Tomatsu	Rhodes PNG
Dentons PNG	Royal Papua Yacht Club Inc
DHL PNG Express Limited	Simberi Gold Company Limited
Digicel PNG Limited	South Pacific Brewery Limited
Exxon Mobil	Steamships Trading Company Limited
G4S Secure Solutions Ltd	Steel Industries Limited
Hastings Deering (PNG) Limited	Swire Shipping
Kina Securities Limited	TE (PNG) Ltd
KPMG	Tininga
Lamana Development Limited	Tok Stret Consulting
Mi Bank	Total E & P PNG Limited
Nambawan Super Limited	Verge Limited
Natioonal Superannuation Fund Limited	Water PNG Limited
New Britian Palm Oil Limited	Westpac Bank
Origin Energy Limited	WINGS Education

Associate Member

Australian High Commission
International Education Agency
Transparency International PNG
Mary Help of Christian
Technical Institute
PNG Auditor General's Office

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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.



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PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT



*UN Women, supported by the EU-UN Spotlight Initiative to eliminate violence against women and girls
#SpotlightEndViolence*

