



• **BCFW** •

Business Coalition for Women



ABOUT THE BCFW

- Established in 2014 by the private sector
- Member-based organisation (76 members)
- **Purpose:** Led by the private sector, we work for gender equity, safety and empowerment of women and girls in PNG.
- **Vision:** A PNG where women have an equal place in decision-making, leadership, and nation building.



BCFW OFFERS BUSINESS SOLUTIONS AROUND 4 STRATEGIC OBJECTIVES



BSP and NWTL, Family and Sexual Violence contact team training

- 1. Economic opportunities and participation of women**
 - [Poroman Walkabout Wantaim \(Men as Allies\) Program](#)
 - Strongim Stretpla Pasim
 - Inclusive Leadership for Company Sustainability
- 2. Women in leadership and decision making**
 - [Senior Executive Women's Program](#)
 - Mentoring Program
- 3. Prevention of gender-based violence and workplace safety**
 - Respectful Workplace Policy Implementation
 - [Gender Smart Safety Audits](#)
 - Bel isi PNG
 - Effective Security Response to Family and Sexual Violence
 - Lae Seif Transport Initiative
 - GBV Advocacy
- 4. Knowledge creation and systems change**
 - [Research and Advocacy](#)

Poroman Wakabaut Wantaim (Men as Allies) Program

- 8-week program
- Units: Understanding how we behave (& don't behave as men); Exploring how expectations of masculinity can be difficult; Exploring how and why we place value on what men and women do; Making commitments to becoming an ally at work and at homes.
- Aims to: foster dialogue, illustrate good workplace practices, and promote healthy masculinity and attitudes.



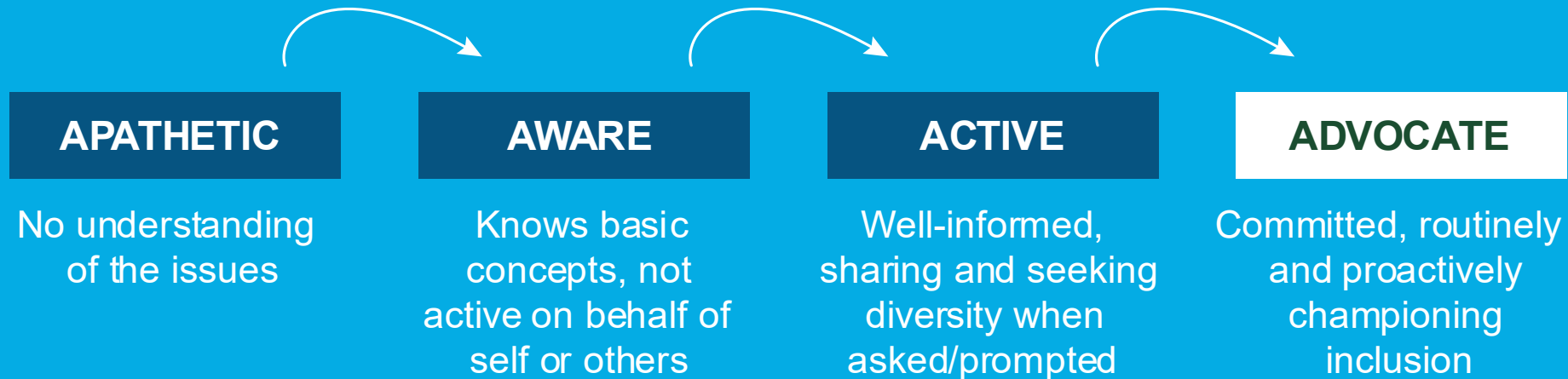
“The training was well structured as it highlighted complexities in the workplace that most people wouldn't have assumed was there. It brought to light issues that are evident in the workplace that are usually overlooked.”

David Poesi, Hastings Deering

PARTNERING WITH MEN

How can men be better allies?

ALLY CONTINUUM



- Source: Jennifer Brown's Ally Continuum from *Evolving as a Male Ally — Aequitas Educational Consulting*, 2019



Poroman, Walkabout Wantaim, Hastings
Deering 2025

What impact are we seeing?

This was the first time BCFW has designed and implemented a program specifically for men. It is also the first time the primary focus has been on changing individual understandings, attitudes, and behaviours, so participants can take up their roles as active allies and advocates in the workplace.

- Increased understanding of gender equality and the important role men have to play in bringing about change, together with women
- Gains in self-awareness around the gendered nature of work and family roles and the inequities inherent in these
- learning how men can actively participate in and support gender equality efforts -practically ‘what can I do?’
- being better equipped to see and respond to microaggressions, unhealthy patterns of behaviour and more serious instances of discrimination, harassment, and bias
- acquiring practical knowledge and skills to apply in the workplace – with male and female colleagues, and with management
- using the training to educate others in their company with support from BCFW.

PILLAR 2: Women in Leadership and Decision Making



Senior Executive Women's Program (SEWP)

- 6-day program, covered over 6 months-targeted to women in senior or executive management roles to build confidence, leadership and business skills
- Covers topic such as: Risk management and resilience, financial literacy, support systems, organizational culture and leadership, governance, transitions, and communication strategy
- Networking

“This is one of my first ever external leadership courses and even better, this was a female leadership program. Personally, these six (6) days of training has transformed my mindset and how I perceive life as a whole. I am grateful to BCFW and all the other 15 participants who have made this experience a memorable one. Thank you thank you!!”

Cohort 17, Participant



Senior Executive Women's Program - 6 Month Follow Up

6 of the 16 participants responded to the post training evaluation. Participants shared that they are actively applying key learnings from the 6-day course. They highlighted Emotional Intelligence, being a support system/mentor at work, and an increase in self-confidence, as the main learnings applied.

Promotion

- 67% of respondents stated they had received a promotion

Mentors

- 83% indicated they had access to mentors

Influence of company culture

Most stated they are influencing company culture.

“Yes. By influencing and driving the culture of openness, learning, being safety-oriented, prioritizing self-health, less judgmental, more understanding of different views and opinions, supporting professional development of young employees, and encouraging them to take chances at growth.”

Influence through decision making

Most stated they were influencing the company through their contribution to decision making.

“Last year, a new function was created in the company. I was appointed to manage the function, starting with recruiting my team. Finding the right people took time and prolonged the process of filling in the position, but after learning about Org Culture and Leadership Styles, I was determined to get the right people on my bus. I'm proud to say today, it paid off. I have a robust, dynamic team.”

“We had a restructure and role alignment done to enhance performance, which resulted in our Country Program being recognized by our Global office”

“I helped prepare a board paper on the company's Strategic Plan, and the result was approved. I feel more confident and productive. This boosts my morale and set a new standard in my professional development in the organization.”

PILLAR 3: PREVENTION OF GBV AND WORKPLACE SAFETY

GENDER SMART SAFETY

Gender Smart Safety (GSS) is an innovative way of exploring how safety impacts on women and men differently. It acknowledges that women have different safety concerns to men. It is a necessary step to ensuring gender diversity in the workplace.

The GSS training program in Papua New Guinea (PNG) offers an innovative method to explore and respond to the safety needs of women on worksites.

We train key staff in using 7 audit tools to understand physical, emotional and occupation risks and recommendations around mitigation strategies.

Where are women working?

What work are they doing?

What are the hazards and risks for these women?

What work are they not allowed to do, and why?



Pacific Towing, Gender Smart Safety audit, Port Moresby

Through running women's safety audits, a business can explore issues and identify improvement opportunities in three areas relevant to women's safety in the workplace:

- **Physical safety**—the right to be free from physical risk and harm
- **Emotional safety**—the right to be free from emotional risk and harm
- **Occupational safety**—the right to be secure in one's job and career.



The PPE is a hazard in itself. It's so bulky and cumbersome because it's made for men not for women.



I'm on edge every time I have to share the crib room with men during night shift. I feel more exhausted after my rest than before it.



The path to the accommodation block is so poorly lit. I run as fast as I can every time I have to use it!

Example **Gender Smart Safety** Initiatives

- Nightshift signs to be placed on doors so female cleaners know which rooms have men sleeping inside.
- Training for housemaids on hazardous materials.
- Replacing skirts with trousers to reduce incidence of harassment.
- Reporting of major risks to women be included as a separate item in OHS reports.
- Contact officers to be introduced so women can report harassment.
- Inclusion of sexual harassment guidelines in HR induction.

GSS FINDINGS FROM 1 COMPANY OVER TIME

Physical Risk Rate 2016, 2020, 2024

Starting with a 35% physical risk rate in 2016, there was a slight reduction to 30% in 2020, and another decrease to 27% in 2024.

Emotional Risk Rate 2016, 2020, 2024

AB and CD camp sites showed an increase in emotional safety rates for women in the workforce, starting at 43% in 2016, rising to 50% in 2020, and in 2024 there was again an increase in emotional safety rates, with AB at 81% and CD at 70%.

Hazard Risk Rate 2016, 2020, 2024

The hazard risk rate for AB and CD has increased, starting at 13% in 2016, decreasing to 11% in 2020, and then increasing to 18% in 2024.

PILLAR 4: Knowledge Creation and Systems Change



Research:

- Costing the impacts of gender based violence to business: a practical tool (2015)
- Workplace responses to Family and Sexual Violence in PNG: Measuring the Business Case (2021 and 2023)
- Tackling Childcare: The Business Case for Employer-Supported Childcare in PNG (2023)
- Leadership Matters (2024)
- Labour Market Survey (2024)

PILLAR 4: Knowledge Creation and Systems Change

Policy Briefs:

- Advancing Inclusive Labour Policies
- Sexual Harassment Provisions
- Minimum Wage
- PNG Labour Market: Key Recommendations

Advocacy:

- Introduce 14 week paid maternity leave, paternity leave, remove discriminatory clauses in the Employment Act (1978), remove barriers that limits women to work in underground mining.
- Inclusion of Sexual Harassment Provisions in the Employment Act
- Social Media Advocacy on various focus areas



THANK YOU